

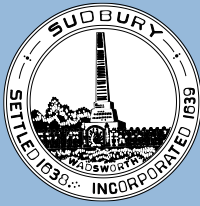
SUDBURY BOARD OF SELECTMEN
TUESDAY AUGUST 18, 2020
6:00 PM, TOWN HALL - LOWER LEVEL

Item #	Time	Action	Item
			Call to Order/Roll Call
	6:00 PM		Executive Session/Roll Call
1.		<i>VOTE</i>	Open in regular session and immediately vote to enter executive session to consider the purchase, exchange, lease or value of real property if the chair declares that an open meeting may have a detrimental effect on the negotiating position of the public body, pursuant to General Laws chapter 30A, §21(a)(exception 6) with respect to the Sudbury portion of the CSX rail corridor.
2.		<i>VOTE</i>	Also to review executive session meeting minutes, pursuant to G.L. c. 30A, § 21(a)(7) "[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements" ("Purpose 7"), citing to the Open Meeting Law, G.L. c. 30A, §§ 22(f), (g).
3.		<i>VOTE</i>	Vote to close Executive Session and resume Open Session.
	7:00 PM		Opening remarks by Chairman
			Reports from Town Manager
			Reports from Selectmen
			Citizen's comments on items not on agenda
MISCELLANEOUS			
4.			Discussion on CSX acquisition
5.		<i>VOTE</i>	Vote to approve FY21 1/12 Budget. Participating will be Dennis Keohane, Finance Director.
6.			BFRT update provided by Beth Suedmeyer, Environmental Planner
7.			Discussion on future of Camp Sewataro

These agenda items are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

Item #	Time	Action	Item
8.			Discussion on Annual Town Meeting warrant vote from 8/11 meeting
9.			Discussion on Town Manager 90-day check-in, goals and 6-month evaluation
10.		<i>VOTE</i>	Discussion and possible vote on the Fairbank Community Center Town Forum, including presentation content
11.			Discussion on task force on race/safety (community conversation). Selectman Schilneller to lead discussion.
12.		<i>VOTE</i>	Discussion on Board's Town Meeting articles that can be pre-recorded
13.			Review draft Summer 2020 Board of Selectmen Newsletter and approve for distribution.
14.			Citizen's Comments
15.		<i>VOTE</i>	Review regular session minutes of 7/14/20 and 7/21/20, and possibly vote to approve minutes.
16.			Upcoming Agenda Items
17.		<i>VOTE</i>	Vote to adjourn meeting

These agenda items are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

**SUDBURY BOARD OF SELECTMEN**

Tuesday, August 18, 2020

EXECUTIVE SESSION**1: Exec session to discuss CSX****REQUESTOR SECTION**

Date of request:

Requested by: Patty Golden

Formal Title: Open in regular session and immediately vote to enter executive session to consider the purchase, exchange, lease or value of real property if the chair declares that an open meeting may have a detrimental effect on the negotiating position of the public body, pursuant to General Laws chapter 30A, §21(a)(exception 6) with respect to the Sudbury portion of the CSX rail corridor.

Recommendations/Suggested Motion/Vote: Open in regular session and immediately vote to enter executive session to consider the purchase, exchange, lease or value of real property if the chair declares that an open meeting may have a detrimental effect on the negotiating position of the public body, pursuant to General Laws chapter 30A, §21(a)(exception 6) with respect to the Sudbury portion of the CSX rail corridor.

Background Information:
attached

Financial impact expected:

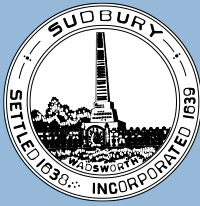
Approximate agenda time requested: 60 minutes

Representative(s) expected to attend meeting:

Review:

Patty Golden	Pending
Henry L Hayes	Pending
Jonathan Silverstein	Pending
Daniel E Carty	Pending
Board of Selectmen	Pending

08/18/2020 6:00 PM

**SUDBURY BOARD OF SELECTMEN**

Tuesday, August 18, 2020

EXECUTIVE SESSION**2: Exec Session to review minutes****REQUESTOR SECTION**

Date of request:

Requested by: Patty Golden

Formal Title: Also to review executive session meeting minutes, pursuant to G.L. c. 30A, § 21(a)(7) “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (“Purpose 7”), citing to the Open Meeting Law, G.L. c. 30A, §§ 22(f), (g).

Recommendations/Suggested Motion/Vote: Also to review executive session meeting minutes pursuant to G.L. c. 30A, § 21(a)(7) “[t]o comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements” (“Purpose 7”), citing to the Open Meeting Law, G.L. c. 30A, §§ 22(f), (g).

Background Information:

Attached draft executive minutes of 8/26/19 and 3/3/20.

Financial impact expected:

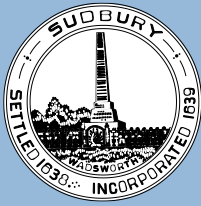
Approximate agenda time requested: 30 minutes

Representative(s) expected to attend meeting:

Review:

Patty Golden	Pending
Henry L Hayes	Pending
Jonathan Silverstein	Pending
Daniel E Carty	Pending
Board of Selectmen	Pending

08/18/2020 6:00 PM



SUDBURY BOARD OF SELECTMEN
Tuesday, August 18, 2020

3

EXECUTIVE SESSION

3: Close Executive session

REQUESTOR SECTION

Date of request:

Requested by: Patty Golden

Formal Title: Vote to close Executive Session and resume Open Session.

Recommendations/Suggested Motion/Vote: [Vote to close Executive Session and resume Open Session.](#)

Background Information:

Financial impact expected:

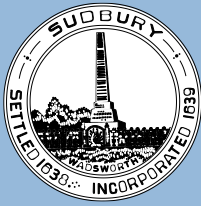
Approximate agenda time requested:

Representative(s) expected to attend meeting:

Review:

Patty Golden	Pending
Henry L Hayes	Pending
Jonathan Silverstein	Pending
Daniel E Carty	Pending
Board of Selectmen	Pending

08/18/2020 6:00 PM



SUDBURY BOARD OF SELECTMEN
Tuesday, August 18, 2020

4

MISCELLANEOUS (UNTIMED)

4: CSX discussion

REQUESTOR SECTION

Date of request:

Requested by: Patty Golden

Formal Title: Discussion on CSX acquisition

Recommendations/Suggested Motion/Vote:

Background Information:

Financial impact expected:

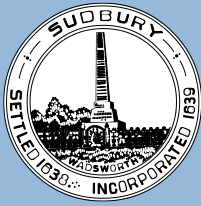
Approximate agenda time requested:

Representative(s) expected to attend meeting:

Review:

Patty Golden	Pending
Henry L Hayes	Pending
Jonathan Silverstein	Pending
Daniel E Carty	Pending
Board of Selectmen	Pending

08/18/2020 6:00 PM



SUDBURY BOARD OF SELECTMEN

Tuesday, August 18, 2020

MISCELLANEOUS (UNTIMED)**5: Budget discussion FY21 1/12 Sept****REQUESTOR SECTION**

Date of request:

Requestor: Town Manager Hayes

Formal Title: Vote to approve FY21 1/12 Budget. Participating will be Dennis Keohane, Finance Director.

Recommendations/Suggested Motion/Vote: Vote to approve FY21 1/12 Budget. Participating will be Dennis Keohane, Finance Director.

Background Information:
attached documents

Financial impact expected:

Approximate agenda time requested:

Representative(s) expected to attend meeting:

Review:

Patty Golden	Pending
Henry L Hayes	Pending
Jonathan Silverstein	Pending
Daniel E Carty	Pending
Board of Selectmen	Pending

08/18/2020 6:00 PM

	FY20 Appropriated	FY21 Requested	FY21 July	FY21 August	FY21 September	FY21 Remaining
REC. FIELD MAINTENANCE ENTERPRISE						
Field Maint. Salaries	124,540	126,935	14,646	9,764	9,764	92,760
Summer Help	8,000	8,000	4,000	4,000	-	-
Sub Total: Personal Services	132,540	134,935	18,646	13,764	9,764	92,760
Field Maintenance	55,000	55,000	3,500	3,500	5,000	43,000
Park Maintenance	18,000	18,000	-	-	-	18,000
Utilities	12,000	12,000	3,500	2,000	3,500	3,000
Sub Total: Expenses	85,000	85,000	7,000	5,500	8,500	64,000
Transfer to Field Turf Stabilizatoin	10,500	10,500	-	-	-	10,500
Sub Total: Capital Expenses	10,500	10,500	-	-	-	10,500
Direct Costs	228,040	230,435	25,646	19,264	18,264	167,260
INDIRECT COSTS:						
Benefits/Insurance	23,198	23,198	1,933	1,933	1,933	23,198
INDIRECT COSTS*	23,198	23,198	1,933	1,933	1,933	23,198
Total Costs	251,238	253,633	27,580	21,197	20,197	190,458

EXPENDITURES - GENERAL FUND	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining	Percentage Increase
Education - Sudbury Public Schools (SPS)	39,608,834	1,057,702	3,299,615	4,453,088	30,798,429	2.78%
Education - LS Regional High School (LS)	26,712,280	2,181,897	2,678,466	2,181,897	19,670,020	3.50%
Education - Vocational	550,000	23,178	-	-	526,822	-10.57%
General Government	3,177,614	551,783	253,942	255,974	2,115,915	1.08%
Public Safety	9,199,461	1,143,394	735,291	703,476	6,617,300	3.08%
Public Works	5,607,520	1,097,188	555,046	434,976	3,520,310	2.70%
Human Services	937,995	98,155	69,350	69,490	701,000	7.68%
Culture & Recreation	1,515,936	209,256	111,937	112,137	1,082,606	6.55%
Town-Wide Operating and Transfers	686,352	18,495	9,355	107,345	551,157	41.85%
Total Town Departments	87,995,992	6,381,048	7,713,002	8,318,383	65,583,559	3.20%
Town Debt Service	3,476,446	313,935	326,619	-	2,835,892	11.77%
Employee Benefits (Town and SPS)	13,672,255	6,728,564	629,426	629,426	5,684,839	7.52%
OPEB Trust Contribution (Town and SPS)	468,382	-	-	-	468,382	-23.25%
Total Operating Budget	105,613,075	13,423,547	8,669,047	8,947,809	74,572,672	3.84%
Capital Operating Budget	722,076	-	-	-	722,076	-9.74%
TOTAL EXPENDITURES:	106,335,151	13,423,547	8,669,047	8,947,809	75,294,748	3.74%

EDUCATION

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
SUDBURY PUBLIC SCHOOLS						
Sudbury Public Schools		39,608,834	1,057,702	3,299,615	4,453,088	30,798,429
Total: Sudbury Public Schools		39,608,834	1,057,702	3,299,615	4,453,088	30,798,429

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
LS REGIONAL HIGH SCHOOL						
Sudbury Operating Assessment		25,846,224	2,181,897	2,181,897	2,181,897	19,300,533
Sudbury Debt Assessment		529,571	-	496,569	-	33,002
Sudbury OPEB Normal Cost Assessment		336,485	-	-	-	336,485
Total LS Regional High School		26,712,280	2,181,897	2,678,466	2,181,897	19,670,020

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
VOCATIONAL EDUCATION						
Voc. HS Expense		550,000	23,178	-	-	526,822
Sub Total: Expenses	-	550,000	23,178	-	-	526,822
Total: Vocational Education	-	550,000	23,178	-	-	526,822

GENERAL GOVERNMENT

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
SELECTMEN/TOWN MANAGER						
Town Manager	1.00	182,000	21,000	14,000	14,000	133,000
Administration	1.00	93,329	10,769	7,179	7,179	68,202
Clerical	2.00	126,529	14,600	9,733	9,733	92,464
Deferred Compensation	-	10,000	-	-	-	10,000
Sub Total: Personal Services	4.00	411,858	46,368	30,912	30,912	303,665
General Expense	-	31,161	600	600	1,069	28,892
Equipment Maintenance	-	-	-	-	-	-
Travel	-	750	-	-	-	750
Out of State Travel	-	2,000	-	-	-	2,000
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses	-	33,911	600	600	1,069	31,642
Total: Selectmen	4.00	445,769	46,968	31,512	31,981	335,307

	FTE's	FY21 Recommended	FY21 July	August	FY21 September	FY21 Remaining
ASSIST. TOWN MANAGER/ HUMAN RESOURCES						
Human Resources Director	1.00	156,398	19,046	13,031	13,031	111,291
Benefits Coordinator	1.00	59,775	6,897	4,598	4,598	43,682
Clerical	-	6,118	706	471	471	4,471
Sub Total: Personal Services	2.00	222,291	26,649	18,099	18,099	159,443
General Expense	-	1,900	158	158	357	1,226
Travel	-	2,450	-	-	-	2,450
Contracted Services	-	1,200	-	-	-	1,200
Professional Development	-	3,863	1,500	-	-	2,363
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses	-	9,413	1,658	158	357	7,239
Total: ATM/HR	2.00	231,704	28,307	18,258	18,457	166,682

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
LAW						
Clerical	1.00	30,604	3,531	2,354	2,354	22,364
Sub Total: Personal Services	1.00	30,604	3,531	2,354	2,354	22,364
General Expense	-	990	82	82	82	744
Legal Expenses	-	150,000	33,667	33,667	33,667	49,000
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses	-	150,990	33,749	33,749	33,749	49,744
Total: Law	1.00	181,594	37,280	36,103	36,103	72,108

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
FINANCE COMMITTEE						
Clerical	-	4,305	497	331	331	3,146
Total: Finance Committee	-	4,305	497	331	331	3,146

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
ACCOUNTING						
Town Accountant	1.00	123,199	14,215	9,477	9,477	90,030
Salaries	3.00	194,525	22,445	14,963	14,963	142,153
Sub Total: Personal Services	4.00	317,724	36,660	24,440	24,440	232,183
General Expense	-	10,000	900	300	300	8,500
Computer	-	54,100	54,100	-	-	-
Travel	-	600	-	-	50	550
Sub Total: Expenses	-	64,700	55,000	300	350	9,050
Total: Accounting	4.00	382,424	91,660	24,740	24,790	241,233

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
ASSESSORS						
Assessor	1.00	98,572	11,374	7,582	7,582	72,033
Clerical	2.00	127,718	14,737	9,824	9,824	93,332
Sick Leave Buy Back	-	5,913	-	-	-	5,913
Sub Total: Personal Services	3.00	232,203	26,110	17,407	17,407	171,279
General Expense	-	1,775	-	-	-	1,775
Contracted Services	-	59,103	12,635	4,225	4,225	38,018
Sub Total: Expenses	-	60,878	12,635	4,225	4,225	39,793
Total: Assessors	3.00	293,081	38,745	21,632	21,632	211,072

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
TREASURER/COLLECTOR						
Fin. Director/Treas.-Collector	1.00	156,048	18,006	12,004	12,004	114,035
Clerical	3.00	158,919	18,337	12,225	12,225	116,133
Sick Leave Buy Back	-	-	-	-	-	-
Sub Total: Personal Services	4.00	314,967	36,342	24,228	24,228	230,168
General Expense	-	13,000	700	2,000	2,000	8,300
Equipment Maintenance	-	650	-	-	-	650
Travel In-State	-	600	120	120	120	240
Tax Collection Services	-	9,000	150	150	150	8,550
Tax Title Expense	-	5,000	-	-	-	5,000
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses	-	28,250	970	2,270	2,270	22,740
Total: Treasurer/Collector	4.00	343,217	37,312	26,498	26,498	252,908

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
INFORMATION SYSTEMS						
Technology Administrator	1.00	112,122	12,937	8,625	8,625	81,935
Non-Clerical	1.00	93,490	10,787	7,192	7,192	68,320
Summer Help	-	8,936	1,489	1,489	1,489	4,468
Sick Leave and Vacation Buy Back	-	5,569	-	-	-	5,569
Sub Total: Personal Services	2.00	220,117	25,214	17,306	17,306	160,292
General Expense	-	5,000	417	417	417	3,750
Software	-	120,788	70,500	3,000	3,000	44,288
Equipment Maintenance	-	7,000	583	583	583	5,250
Travel	-	400	33	33	33	300
Contracted Services	-	54,000	30,000	1,300	1,300	21,400
Professional Development	-	7,875	100	-	-	7,775
Equipment	-	77,600	40,000	5,000	5,000	27,600
WAN/Telephone Connections	-	11,500	958	958	958	8,625
Network	-	5,000	417	417	417	3,750
Internet	-	15,000	1,250	1,250	1,250	11,250
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses	-	304,163	144,258	12,958	12,958	133,988
Total: Information Systems	2.00	524,280	169,472	30,264	30,264	294,280

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
TOWN CLERK						
Town Clerk	1.00	87,116	10,052	6,701	6,701	63,662
Overtime	-	5,500	-	2,756	500	2,244
Clerical	3.00	173,414	20,009	13,340	13,340	126,726
Annual Sick Buyback	-	-	-	-	-	-
Registrars	-	932	-	-	-	932
Election Workers	-	24,000	-	5,500	8,000	10,500
Sub Total: Personal Services	4.00	290,962	30,061	28,297	28,541	204,063
General Expense	-	8,500	709	709	709	6,373
Equipment Maintenance	-	1,600	-	-	-	1,600
Travel	-	1,100	-	-	125	975
Tuition	-	1,200	175	205	150	670
Elections	-	23,000	230	3,000	1,500	18,270
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses	-	35,400	1,114	3,914	2,484	27,888
Total: Town Clerk	4.00	326,362	31,175	32,211	31,025	231,951

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
CONSERVATION						
Conservation Coordinator	1.00	82,971	9,574	6,382	6,382	60,633
Clerical	1.00	29,268	3,377	2,251	2,251	21,388
Sub Total: Personal Services	2.00	112,239	12,951	8,634	8,634	82,021
General Expense	-	800	100	100	100	500
Trails Maintenance	-	10,000	1,000	1,000	2,500	5,500
Travel	-	600	80	80	80	360
Clothing	-	400	-	-	-	400
Sub Total: Expenses	-	11,800	1,180	1,180	2,680	6,760
Total: Conservation	2.00	124,039	14,131	9,814	11,314	88,781

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
PLANNING						
Planning Director	1.00	109,841	12,674	8,449	8,449	80,268
Staff Planning Salaries	1.00	89,794	10,361	6,907	6,907	65,619
Clerical	2.00	91,079	10,509	7,006	7,006	66,558
Stipends	-	-	-	-	-	-
Sub Total: Personal Services	4.00	290,714	33,544	22,363	22,363	212,445
General Expense	-	2,600	217	217	217	1,950
Contracted Services	-	20,000	20,000	-	-	-
Sub Total: Expenses	-	25,100	20,217	217	217	3,450
Total: Planning	4.00	315,814	53,761	22,579	22,579	215,895

PUBLIC SAFETY

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
POLICE						
Police Chief	1.00	170,658	19,691	13,128	13,128	124,712
Lieutenants	2.00	287,618	33,187	22,124	22,124	210,182
Patrol Officers	27.00	2,136,821	246,556	164,371	164,371	1,561,523
Overtime	-	329,431	27,453	27,453	27,453	247,073
Dispatcher Overtime	-	98,454	10,000	10,000	8,205	70,250
Clerical	2.00	126,757	14,626	9,751	9,751	92,630
Night Differential	-	33,523	3,868	2,579	2,579	24,498
Dispatch Night Differential	-	14,075	1,624	1,083	1,083	10,286
Dispatchers	9.00	480,890	55,487	36,992	36,992	351,420
Sick Leave Buy Back	-	12,985	11,348	-	-	1,637
Holiday Pay	-	28,215	2,759	-	2,497	22,959
Stipend	-	81,964	3,501	2,929	2,929	72,605
Non-accountable Clothing	-	14,220	7,110	-	-	7,110
Sub Total: Personal Services	41.00	3,815,611	437,210	294,343	291,109	2,792,948
General Expense	-	85,000	19,447	27,930	7,083	30,539
Dispatch General Expense	-	5,000	417	417	417	3,750
Gasoline	-	50,000	4,167	4,167	4,167	37,500
Maintenance	-	90,000	8,589	12,614	13,059	55,738
Travel In-state	-	1,500	125	125	125	1,125
Uniforms	-	24,000	2,000	4,667	2,000	15,333
Dispatch Clothing Allowance	-	4,500	375	375	375	3,375
Tuition	-	15,000	2,020	5,968	3,424	3,588
Equipment	-	50,000	4,167	4,167	4,167	37,500
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses		325,000	41,306	60,429	34,816	188,448
Police Cruisers	-	153,480	122,577	-	-	30,904
Sub Total: Capital	-	153,480	122,577	-	-	30,904
Total: Police	41.00	4,294,091	601,093	354,773	325,926	3,012,300

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
FIRE						
Fire Chief	1.00	164,669	19,000	12,667	12,667	120,335
Deputy Chief	1.00	129,145	14,901	9,934	9,934	94,375
Firefighters/EMTs/Paramedics	40.00	3,115,702	359,504	239,669	239,669	2,276,859
Overtime	-	520,000	51,985	45,903	55,778	366,334
Clerical	1.00	81,715	9,429	6,286	6,286	59,715
Weekend Differential	-	6,525	753	502	502	4,768
Sick leave Buy Back	-	14,398	11,808	-	-	2,590
Fire Stipends	-	89,160	1,636	1,636	1,636	84,252
Non-accountable Clothing	-	35,600	17,800	17,800	-	-
Sub Total: Personal Services	43.00	4,156,914	486,816	334,397	326,472	3,009,228
General Expense	-	66,000	3,620	2,300	1,600	58,480
Gasoline/Diesel Fuel	-	29,000	1,630	1,630	2,200	23,540
Maintenance	-	80,000	2,300	4,400	9,125	64,175
Utilities	-	55,080	2,385	2,442	2,496	47,757
Alarm Maintenance	-	5,500	1,000	1,000	1,000	2,500
Travel	-	2,000	150	150	150	1,550
Clothing	-	10,300	1,200	1,500	1,150	6,450
Tuition	-	74,034	4,100	3,500	2,000	64,434
Contracted Services	-	94,597	3,258	5,394	7,287	78,658
CERT Expense	-	600	-	-	-	600
Equipment	-	54,000	5,375	6,100	2,430	40,095
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses	-	471,111	25,018	28,416	29,438	388,239
Total: Fire	43.00	4,628,025	511,834	362,813	355,910	3,397,467

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
BUILDING						
Building Inspector	1.00	91,189	10,522	7,015	7,015	66,638
Asst. Building Inspector	1.00	69,348	8,002	5,334	5,334	50,677
Clerical	2.00	68,938	7,954	5,303	5,303	50,378
Deputy Inspector	-	17,700	1,475	1,475	1,475	13,275
Wiring Inspector	-	13,050	1,088	1,088	1,088	9,788
Sub Total: Personal Services	4.00	260,225	29,040	20,214	20,214	190,756
General Expense	-	10,500	875	875	875	7,875
Town Vehicle Maintenance	-	920	77	77	77	690
In-State Travel	-	1,500	125	125	125	1,125
Clothing Allowance	-	1,200	100	100	100	900
Contracted Services	-	3,000	250	250	250	2,250
Sub Total: Expenses	-	17,120	1,427	1,427	1,427	12,840
Total: Building	4.00	277,345	30,467	21,641	21,641	203,596

PUBLIC WORKS

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
ENGINEERING						
Deputy Director DPW	1.00	125,119	14,437	9,625	9,625	91,433
Non-Clerical	3.00	256,642	29,613	19,742	19,742	187,546
Clerical	1.00	63,358	7,311	4,874	4,874	46,300
Summer Help	-	11,000	-	-	-	11,000
Sub Total: Personal Services	5.00	456,119	51,360	34,240	34,240	336,279
General Expense	-	18,000	1,725	500	500	15,275
Maintenance	-	3,300	460	355	355	2,130
Travel	-	500	50	25	15	410
Uniforms	-	3,575	2,400	-	-	1,175
Contracted Services	-	100,000	20,000	10,000	10,000	60,000
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses	-	125,375	24,635	10,880	10,870	78,990
Total: Engineering	5.00	581,494	75,995	45,120	45,110	415,269

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
STREETS & ROADS						
DPW Director	1.00	156,048	18,006	12,004	12,004	114,035
Highway Dir. Of Operations	1.00	86,952	10,033	6,689	6,689	63,542
Management Analyst	1.00	94,576	10,913	7,275	7,275	69,113
Non-Clerical	13.00	798,039	92,081	61,388	61,388	583,182
Overtime	-	50,000	6,000	6,000	6,000	32,000
Clerical	1.00	82,050	9,467	6,312	6,312	59,960
Summer Help	-	7,200	1,200	1,200	-	4,800
Sick Leave Buy Back	-	1,750	1,750	-	-	-
Stipends	-	8,190	945	630	630	5,985
Sub Total: Personal Services	17.00	1,284,805	150,395	101,497	100,297	932,617
General Expense	-	30,000	2,500	2,000	1,500	24,000
Gasoline	-	104,160	6,615	6,600	8,000	82,945
Bldg. Maintenance	-	38,300	2,051	2,051	2,051	32,147
Vehicle Maintenance	-	325,000	100,000	50,000	25,000	150,000
Utilities	-	19,100	1,300	2,000	1,300	14,500
Street Lighting	-	18,300	1,800	1,800	1,800	12,900
In-state Travel	-	1,700	100	50	50	1,500
Clothing	-	23,600	16,000	-	-	7,600
Tuition	-	9,380	2,000	1,200	1,200	4,980
Police Details	-	85,000	15,000	20,000	20,000	30,000
Roadwork	-	780,800	447,000	150,000	75,000	108,800
Culvert Repairs	-	50,000	13,958	2,000	2,000	32,042
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses	-	1,485,340	608,324	237,701	137,901	501,414
Equipment Leases	-	-	-	-	-	-
Sub Total: Capital	-	-	-	-	-	-
Total: Streets & Roads	17.00	2,770,145	758,719	339,198	238,198	1,434,031

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
SNOW & ICE						
Snow & Ice Overtime	-	120,750	-	-	-	120,750
Snow & Ice Materials	-	195,000	76,695	-	-	118,305
Snow & Ice Contractors	-	109,000	-	-	-	109,000
Total: Streets & Roads	-	424,750	76,695	-	-	348,055

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
TREES & CEMTERY						
Non-Clerical	5.00	300,210	34,640	23,093	23,093	219,384
Overtime	-	21,600	600	600	600	19,800
Clerical	-	11,642	1,343	896	896	8,508
Summer Help	-	3,840	1,440	960	-	1,440
Stipends	-	4,095	473	315	315	2,993
Sub Total: Personal Services	5.00	341,387	38,495	25,864	24,904	252,124
Cemetery Materials	-	18,425	1,100	1,500	1,500	14,325
Tree Contractors	-	85,560	20,000	15,000	15,000	35,560
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses	-	103,985	21,100	16,500	16,500	49,885
Total: Trees & Cemetery	5.00	445,372	59,595	42,364	41,404	302,009

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
PARKS & GROUNDS						
Non-Clerical	2.00	127,435	14,704	9,803	9,803	93,126
Overtime	-	7,517	300	300	300	6,617
Clerical	-	11,642	1,343	896	896	8,508
Summer Help	-	22,200	4,080	2,400	-	15,720
Stipends	-	4,095	473	315	315	2,993
Sub Total: Personal Services	2.00	172,889	20,900	13,713	11,313	126,963
Maintenance	-	58,860	4,500	4,500	4,500	45,360
Clothing	-	4,200	3,200	-	-	1,000
Contracted Services	-	47,500	3,425	3,425	3,425	37,225
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses	-	110,560	11,125	7,925	7,925	83,585
Equipment Leases	-	-	-	-	-	-
Sub Total: Capital	-	-	-	-	-	-
Total: Parks & Grounds	2.00	283,449	32,025	21,638	19,238	210,548

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
COMBINED FACILITIES						
Facilities Director	1.00	68,284	7,879	5,253	5,253	49,900
Supervisor of Town Buildings	1.00	83,071	9,585	6,390	6,390	60,706
Overtime	-	3,000	300	-	-	2,700
Clerical	1.00	31,502	3,635	2,423	2,423	23,021
Electrician	-	24,891	2,400	2,100	2,100	18,291
Town Custodial	2.00	119,532	9,960	9,960	9,960	89,652
Sick leave Buy Back	-	2,030	-	-	-	2,030
Sub Total: Personal Services	5.00	332,310	33,759	26,126	26,126	246,299
General Expense	-	10,000	800	800	800	7,600
Town Bldg. Maintenance	-	213,000	11,000	21,000	15,000	166,000
Vehicle Maintenance	-	3,000	400	200	200	2,200
Utilities	-	350,000	27,000	48,000	28,000	247,000
In-State Travel	-	3,500	200	400	400	2,500
Clothing Allowance	-	2,750	1,000	200	500	1,050
Contracted Services	-	187,750	20,000	10,000	20,000	137,750
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses	-	770,000	60,400	80,600	64,900	564,100
Total: Combined Facilities	5.00	1,102,310	94,159	106,726	91,026	810,399

HUMAN SERVICES

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
BOARD OF HEALTH						
Director	1.00	106,877	12,332	8,221	8,221	78,102
Town Social Worker	1.00	84,883	9,794	6,529	6,529	62,030
Public Health Nurse	1.00	91,175	10,520	7,013	7,013	66,628
Outreach Workers	-	16,591	1,914	1,276	1,276	12,124
Clerical	1.00	51,605	5,954	3,970	3,970	37,711
Sub Total: Personal Services	4.00	351,131	40,515	27,010	27,010	256,596
General Expense	-	9,500	791	791	791	7,127
Nursing Services Expenses	-	6,261	521	521	521	4,698
Contracted Services	-	-	2,916	2,916	2,916	(8,748)
Mosquito Control	-	55,620	4,635	4,635	4,635	41,715
Animal/Rabies Control	-	-	-	-	-	-
Animal Inspector	-	13,781	1,148	1,148	1,148	10,337
Hazardous Waste	-	17,000	-	-	-	17,000
Community Outreach Program	-	6,000	250	250	250	5,250
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses	-	108,162	10,261	10,261	10,261	77,379
Total: Board of Health	4.00	459,293	50,776	37,271	37,271	333,975

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
COUNCIL ON AGING						
Director	1.00	98,572	11,374	7,582	7,582	72,033
Program Coordinator	1.00	104,658	12,076	8,051	8,051	76,481
Clerical	2.00	58,715	6,775	4,517	4,517	42,907
Information/Reference	1.00	58,215	6,717	4,478	4,478	42,542
Sub Total: Personal Services	5.00	320,160	36,942	24,628	24,628	233,963
General Expense	-	15,000	3,356	875	1,015	9,754
Sub Total: Expenses	-	15,000	3,356	875	1,015	9,754
Total: Council on Aging	5.00	335,160	40,298	25,503	25,643	243,717

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
VETERANS AFFAIRS						
Clerical	1.00	13,123	1,514	1,009	1,009	9,590
Sub Total: Personal Services	1.00	13,123	1,514	1,009	1,009	9,590
General Expense	-	400	33	33	33	300
Veterans Grave Markers	-	1,000	83	83	83	750
Contracted Services	-	10,407	867	867	867	7,805
Veterans Benefits	-	55,000	4,583	4,583	4,583	41,250
Sub Total: Expenses	-	66,807	5,567	5,567	5,567	50,105
Total: Veterans Affairs	1.00	79,930	7,081	6,577	6,577	59,695

CULTURE & RECREATION

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
GOODNOW LIBRARY						
Library Director	1.00	116,830	13,480	8,987	8,987	85,376
Non-Clerical	13.00	821,285	94,764	63,176	63,176	600,170
Other Hours	-	30,000	-	-	-	30,000
Sub Total: Personal Services	14.00	968,115	108,244	72,163	72,163	715,546
General Expense	-	9,000	750	750	750	6,750
Automation	-	52,000	52,000	-	-	-
Books & Materials	-	187,798	15,650	15,650	15,650	140,848
Contracted Services	-	54,600	4,550	4,550	4,550	40,950
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses	-	303,398	72,950	20,950	20,950	188,548
Total: Goodnow Library	14.00	1,271,513	181,194	93,113	93,113	904,094

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
RECREATION						
Rec. Director	1.00	94,757	10,934	7,289	7,289	69,246
Non-Clerical Salaries	-	26,306	3,035	2,024	2,024	19,224
Program Coordinator	2.00	51,856	5,983	3,989	3,989	37,895
Clerical	1.00	58,716	6,775	4,517	4,517	42,908
Sub Total: Personal Services	4.00	231,635	26,727	17,818	17,818	169,272
Total: Recreation	4.00	231,635	26,727	17,818	17,818	169,272

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
HISTORICAL COMMISSION						
General Expense	-	7,800	650	750	950	5,450
Total: Historical Commission	-	7,800	650	750	950	5,450

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
HISTORIC DISTRICT COMMISSION						
Clerical	-	3,333	385	256	256	2,436
Sub Total: Personal Services	-	3,333	385	256	256	2,436
General Expense	-	300	300	-	-	-
Sub Total: Expenses	-	300	300	-	-	-
Total: Historic District Commission	-	3,633	685	256	256	2,436

TOWN-WIDE OPERATING AND TRANSFERS

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
TOWN-WIDE OPERATIONS EXPENSES						
General Expense	-	-	-	-	-	-
Copiers	-	16,055	1,900	250	1,050	12,855
Postage	-	45,900	150	4,350	150	41,250
Telephone	-	35,700	1,445	1,445	1,445	31,365
Audit Fees	-	45,000	15,000	-	-	30,000
Town Meeting/Election	-	25,046	-	3,310	104,700	(82,964)
Memorial Day	-	1,950	-	-	-	1,950
July 4th Celebration	-	6,500	-	-	-	6,500
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses	-	176,151	18,495	9,355	107,345	40,956
Total: Town-Wide Operations Expenses	-	176,151	18,495	9,355	107,345	40,956

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
TRANSFER ACCOUNTS						
Reserve Fund	-	300,000	-	-	-	300,000
Unclassified Salary Contingency	-	-	-	-	-	-
OPEB Trust Fund Contribution	-	468,382	-	-	-	468,382
Transfer to Field Stabilization Trust	-	10,201	-	-	-	10,201
Sub Total: Expenses	-	778,583	-	-	-	778,583
Total: Town-Wide Operations Expenses	-	778,583	-	-	-	778,583

EMPLOYEE BENEFITS (TOWN AND SPS)

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
EMPLOYEE BENEFITS						
Workers Comp	-	322,898	322,898	-	-	-
Unemployment Claims	-	60,000	5,000	5,000	5,000	45,000
FICA Medicare	-	719,580	59,965	59,965	59,965	539,685
Life Insurance	-	4,563	380	380	380	3,422
Medical Insurance	-	5,473,131	456,094	456,094	456,094	4,104,848
Retiree Medical	-	1,295,843	107,987	107,987	107,987	971,882
County Retirement	-	5,389,846	5,389,846	-	-	-
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses	-	13,265,861	6,342,170	629,426	629,426	5,664,838
Total: Employee Benefits	-	13,265,861	6,342,170	629,426	629,426	5,664,838

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
PROPERTY/LIABILITY INSURANCE						
Property/Liability	-	406,394	386,394	-	-	20,000
Prior Year Encumbrances	-	-	-	-	-	-
Sub Total: Expenses	-	406,394	386,394	-	-	20,000
Total: Property/Liability Insurance	-	406,394	386,394	-	-	20,000

TOWN DEBT SERVICE

	FTE's	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
DEBT SERVICE						
Long-Term Principal	-	2,654,621	-	195,000	-	2,459,621
Long-Term Interest	-	353,892	-	131,619	-	222,273
Interest on Temporary Loans	-	467,933	313,935	-	-	153,999
Sub Total: Expenses	-	3,476,446	313,935	326,619	-	2,835,892
Total: Debt Service	-	3,476,446	313,935	326,619	-	2,835,892

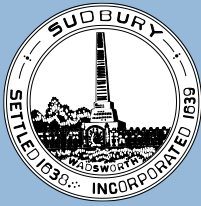
	FY20 Appropriated	FY21 Requested	FY21 July	FY21 August	FY21 September	FY21 Remaining
POOL ENTERPRISE FUND						
Pool Staff Salaries	48,926	103,449	11,936	7,958	7,958	75,597
Clerical	28,928	-	-	-	-	-
Part-Time Supervisors	31,269	-	-	-	-	-
Receptionists	28,948	21,711	2,505	1,670	1,670	15,866
Sick Leave Buy Back	2,000	-	-	-	-	-
WSI Lifeguards	75,315	56,486	6,518	4,345	4,345	41,278
Head Lifeguard	45,162	45,830	5,288	3,525	3,525	33,491
Pool Instructors	13,775	17,219	1,435	1,435	1,435	12,914
Sub Total: Personal Services	274,323	244,695	27,682	18,933	18,933	179,147
General Expense	41,000	41,000	5,133	4,133	7,533	24,201
Equipment Maintenance	32,000	32,000	-	-	-	32,000
Utilities	97,000	97,000	7,000	7,000	7,000	76,000
Programs	5,000	5,000	-	-	-	5,000
Sub Total: Expenses	175,000	175,000	12,133	11,133	14,533	137,201
Direct Costs	449,323	419,695	39,815	30,066	33,466	316,348
INDIRECT COSTS:						
Benefits/Insurance	18,956	28,434	2,370	2,370	2,370	21,326
INDIRECT COSTS*	18,956	28,434	2,370	2,370	2,370	21,326
Total Costs	468,279	448,129	42,185	32,436	35,836	337,673

	FY20 Appropriated	FY21 Requested	FY21 July	FY21 August	FY21 September	FY21 Remaining
TRANSFER STATION ENTERPRISE FUND						
Non-Clerical	144,042	146,202	16,869	11,246	11,246	106,840
Overtime	9,065	9,065	600	600	600	7,265
Clerical	11,470	11,642	1,343	896	896	8,508
Summer Help	5,760	5,760	1,320	1,320	-	3,120
Stipends	4,095	4,095	473	315	315	2,992
Sub Total: Personal Services	174,432	176,764	20,606	14,377	13,057	128,725
General Expense	25,000	25,000	462	500	1,000	23,038
Maintenance	21,000	21,000	216	1,500	1,500	17,784
Hauling & Disposal	60,000	60,000	4,229	5,000	5,000	45,771
Resource Recovery	15,000	15,000	2,072	1,250	1,250	10,428
Sub Total: Expenses	121,000	121,000	6,979	8,250	8,750	97,021
Direct Costs	295,432	297,764	27,585	22,627	21,807	225,746
INDIRECT COSTS:						
Benefits/Insurance	17,214	17,214	1,435	1,435	1,435	12,911
INDIRECT COSTS*	17,214	17,214	1,435	1,435	1,435	12,911
Total Costs	312,646	314,978	29,019	24,061	23,241	238,656

EXPENDITURES - CPA	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
Debt Service	1,111,410	-	303,211	-	808,199
Administrative	85,000	-	-	-	85,000
Other	791,000	30,000	-	-	761,000
Total Expenditures	1,987,410	30,000	303,211	-	1,654,199

The \$30,000 July expenditure is for the Regional Housing Services Office contract.

EXPENDITURES - ENTERPRISE FUNDS	FY20 Budgeted	FY21 Recommended	FY21 July	FY21 August	FY21 September	FY21 Remaining
<u>Direct</u>						
Transfer Station	295,432	297,764	27,585	22,627	21,807	225,746
Atkinson Pool	449,323	419,695	39,815	30,066	33,466	316,348
Recreation Field Maintenance	228,040	230,435	25,646	19,264	18,264	167,260
Total Direct Expenditures	972,795	947,894	93,046	71,957	73,537	709,353
<u>Indirect</u>						
Transfer Station	17,214	17,214	1,435	1,435	1,435	12,911
Atkinson Pool	18,956	28,434	2,370	2,370	2,370	21,326
Recreation Field Maintenance	23,198	23,198	1,933	1,933	1,933	17,399
Total Indirect Expenditures	59,368	68,846	5,737	5,737	5,737	51,635
TOTAL:	1,032,163	1,016,740	98,783	77,694	79,274	760,988



SUDBURY BOARD OF SELECTMEN

Tuesday, August 18, 2020

MISCELLANEOUS (UNTIMED)**6: BFRT update****REQUESTOR SECTION**

Date of request:

Requested by: Patty Golden

Formal Title: BFRT update provided by Beth Suedmeyer, Environmental Planner

Recommendations/Suggested Motion/Vote: BFRT update provided by Beth Suedmeyer, Environmental Planner

Background Information:
documents?

Financial impact expected:

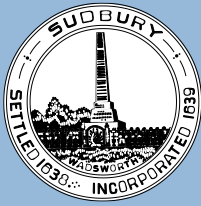
Approximate agenda time requested: 20 minutes

Representative(s) expected to attend meeting: Beth Suedmeyer

Review:

Patty Golden	Pending
Henry L Hayes	Pending
Jonathan Silverstein	Pending
Daniel E Carty	Pending
Board of Selectmen	Pending

08/18/2020 6:00 PM



SUDBURY BOARD OF SELECTMEN
Tuesday, August 18, 2020

7

MISCELLANEOUS (UNTIMED)

7: Discussion on future of Camp Sewataro

REQUESTOR SECTION

Date of request:

Requested by: Patty Golden

Formal Title: Discussion on future of Camp Sewataro

Recommendations/Suggested Motion/Vote:

Background Information:
discussion with Dennis Mannone and Bill Barletta

Financial impact expected:

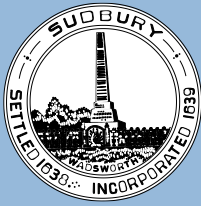
Approximate agenda time requested:

Representative(s) expected to attend meeting: Bill Barletta, Combined Facilities Director and Dennis Mannone, Park Recreation & Aquatics Director

Review:

Patty Golden	Pending
Henry L Hayes	Pending
Jonathan Silverstein	Pending
Daniel E Carty	Pending
Board of Selectmen	Pending

08/18/2020 6:00 PM



SUDBURY BOARD OF SELECTMEN

Tuesday, August 18, 2020

8

MISCELLANEOUS (UNTIMED)

8: Discussion on warrant vote from 8/11 meeting

REQUESTOR SECTION

Date of request:

Requested by: Patty Golden

Formal Title: Discussion on Annual Town Meeting warrant vote from 8/11 meeting

Recommendations/Suggested Motion/Vote: Discussion on Annual Town Meeting warrant vote from 8/11 meeting

Background Information:

Financial impact expected:

Approximate agenda time requested:

Representative(s) expected to attend meeting:

Review:

Patty Golden Pending

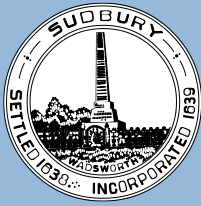
Henry L Hayes Pending

Jonathan Silverstein Pending

Daniel E Carty Pending

Board of Selectmen Pending

08/18/2020 6:00 PM



SUDBURY BOARD OF SELECTMEN
Tuesday, August 18, 2020

9

MISCELLANEOUS (UNTIMED)

9: Town Manager goals and evaluation

REQUESTOR SECTION

Date of request:

Requestor: Chair Carty

Formal Title: Discussion on Town Manager 90-day check-in, goals and 6-month evaluation

Recommendations/Suggested Motion/Vote: Discussion on Town Manager 90-day check-in, goals and 6-month evaluation

Background Information:
attached process and checklist

Financial impact expected:n/a

Approximate agenda time requested:

Representative(s) expected to attend meeting:

Review:

Patty Golden	Pending
Henry L Hayes	Pending
Jonathan Silverstein	Pending
Daniel E Carty	Pending
Board of Selectmen	Pending

08/18/2020 6:00 PM

TOWN OF SUDBURY TOWN MANAGER EVALUATION FORM

Instructions

A space has been provided for each statement within the performance areas. Check the number which most accurately reflects the level of performance for the factor. If you did not have an opportunity to observe or make a determination on a particular factor, please indicate so in the N/A space. Selectmen are encouraged to provide comments and suggestions, especially concerning significant areas of strength or weakness.

Rating Scale (1-5)

(1) Below Expectations/Unsatisfactory:

The Town Manager's work performance is inadequate and inferior to the standards of performance required for the position.

(2) Meets Some Expectations/Improvement Needed:

The Town Manager's work performance does not consistently meet the standards of the position.

(3) Meets Expectations/Satisfactory/Proficient:

The Town Manager's work performance consistently meets the standards of the position.

(4) Exceeds Expectations/Highly Effective:

The Town Manager's work performance is frequently or consistently above the level of a satisfactory employee.

(5) Excellent/Highly Commendable:

The Town Manager's work performance is consistently excellent when compared to the standards of the job.

1. Vision and Community Leadership	1	2	3	4	5	N/A
a. Demonstrates an understanding of the importance of mission and vision. Takes a leadership role in developing and communicating a vision for the Town.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Works with the Board of Selectmen to develop goals to protect and improve the quality of life of the Town of Sudbury and its core values.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Ensures that the Board's goals are translated into strategies and action steps leading toward implementation on a timely basis.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Creates and facilitates an environment where Town government is open to input and participation, an exchange of ideas, creativity, and responsible experimentation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:						

2. Communications/Public Relationships	1	2	3	4	5	N/A
a. Projects a positive image in the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Communicates the Town's vision, goals, and accomplishments effectively. Expresses ideas in a logical, forthright manner in written and oral presentations. Communicates effectively with a variety of audiences (e.g., staff, community, media).	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Develops a positive relationship with the press and uses various media, including social media, effectively.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Demonstrates an open and transparent approach to sharing information with the community. Is reasonably available to the public and responsive to citizen complaints and requests.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Encourages community involvement in Town government and supports the efforts of volunteer citizens.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Maintains contacts with other town administrative leaders throughout the state, through professional organizations and other means, and with state and federal government officials.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:						

3. Board of Selectmen Support/Relations	1	2	3	4	5	N/A
a. Offers professional advice, including appropriate recommendations and alternatives, based on thorough study and analysis.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Implements the Board of Selectmen's policies and directives.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Maintains a professional working relationship with the Board of Selectmen, promoting a climate of mutual respect and trust.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Keeps Board members informed of issues and activities in Town government and in the community.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Works with the Chair to establish an agenda that addresses issues in a timely manner. Provides support materials and sufficient lead time to allow for informed decision-making and policy formation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. Helps the Board use Town Counsel to effectively achieve Town goals.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:						
4. Personnel Management	1	2	3	4	5	N/A
a. Establishes procedures and practices for hiring, supervision, promotion, and termination that support the Town and are implemented in a consistent and fair manner.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Effectively leads collective bargaining. Informs and advises the Board of Selectmen as appropriate in matters of collective bargaining and grievance proceedings.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Recognizes, develops, and utilizes the abilities of staff. Encourages participation and shared decision-making with appropriate staff. Develops strong, open, and honest relationships with staff. Effectively delegates tasks and assignments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Develops a meaningful staff evaluation process and opportunities for professional development that contribute to professional growth.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Ensures that staff members work effectively with relevant town boards and citizen volunteers, appropriately seeking their input, and are open to public input and participation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

5. Financial Management	1	2	3	4	5	N/A
a. Employs a comprehensive and transparent process of business planning and budgeting. Employs sound fiscal management procedures, techniques, and methods. Develops and maintains a long-term financial plan.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Employs budget forecasting, accounting, and control systems to protect the Town's financial health. Effectively monitors and controls expenditures.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Prepares the annual budget in a timely manner with input from department heads and the Finance Director, in accordance with adopted goals and town-wide needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Presents budget information to the Board of Selectmen, Finance Committee, the community, and Town Meeting in a manner which promotes full understanding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Pursues alternative funding sources to supplement programs and accomplish established goals. Creatively manages available resources to increase efficiency, productivity, and effectiveness.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:						

6. General Management and Planning	1	2	3	4	5	N/A
a. Provides leadership, motivation, and support within the organization. Creates and facilitates an environment for long-range and strategic planning.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Monitors and plans for maintenance, repairs, and improvement of Town facilities, including plans for long-range capital needs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Supervises and maintains in good order financial, personnel, and other records and documents.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Administers the Town in accordance with state and federal laws, rules, and regulations, with Town By-laws, and with Board of Selectmen policies and procedures.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments:

7. Personal Qualities and Characteristics	1	2	3	4	5	N/A
a. Maintains high standards of ethics, honesty, integrity, and sound professional judgement.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Represents the Town in a professional manner at all times.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Displays the ability to be flexible, to manage conflict, to handle crisis, and to adjust to varying situations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. Displays creativity and innovation.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. Maintains a high level of ongoing professional development.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:						

8. Overall Rating	1	2	3	4	5	N/A
Overall, the Town Manager performs at the following level.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments:						

TOWN OF SUDBURY EVALUATION PROCESS FOR THE TOWN MANAGER

PREFACE

The Sudbury Board of Selectmen is committed to an evaluation process that is positive, constructive, and measurable in assessing performance. The BOS seeks to provide sound and regular feedback to the Town Manager throughout the year. The purpose of the evaluation instrument is to formally appraise the Town Manager's performance on an annual basis. The BOS will assess the Town Manager's performance in management practices and in the accomplishment of goals. The evaluation process should be implemented with mutual respect for all involved, to assist the Town Manager in reviewing her effectiveness and to work toward the common goal of improving the Town of Sudbury.

PROCESS

The evaluation shall consist of:

SECTION 1: A narrative self-evaluation completed by the Town Manager, addressing major areas of responsibility and progress in meeting the goals agreed upon by the BOS and the Town Manager.

SECTION 2: A composite evaluation based on a checklist of the Town Manager's major areas of responsibilities. Each Selectman will complete an individual checklist review form to evaluate each area. The composite evaluation scoring for each area will be an average of the Selectmen's individual ratings, with each Selectman's score weighted equally. The Town Manager Evaluation Subcommittee will provide a draft summary of the comments provided by the Selectmen for each area, to be approved by the BOS.

SECTION 3: A composite evaluation concerning the Town Manager's progress in meeting the goals agreed upon by the BOS and the Town Manager. Each Selectman will complete an individual narrative concerning the Town Manager's progress in meeting these goals. The Town Manager Evaluation Subcommittee will provide a draft summary of the comments provided by the Selectmen for each goal, to be approved by the BOS.

PROCEDURE AND SCHEDULE

By **October 15** each year, the BOS will establish or update goals for the Town of Sudbury that may be annual or multi-year objectives, with a focus on the following calendar year. Within the context of these goals, the BOS and Town Manager together will outline specific annual goals, for the upcoming calendar year, to assist the Town Manager in identifying her role in implementing the Town goals. The BOS will establish a Town Manager Evaluation Subcommittee to draft these goals. The Town Manager's goals will be established by the end of **November**. The Town Manager also may establish administrative goals for the Town staff.

Throughout the year, individual Selectmen should identify any performance concerns or recommendations and discuss these directly with the Town Manager. Substantial concerns, including any that require corrective action, should be discussed by the BOS in an open session. In any event, the BOS will conduct an informal discussion concerning the Town Manager's performance in **July or August** each year.

To initiate the formal review process, the Town Manager will submit a narrative self-evaluation to the BOS by **March 1** each year, addressing the prior calendar year. Each Selectman will complete an individual Section 2 checklist form and a Section 3 goal narrative and submit these to the Town Manager Evaluation Subcommittee by **March 15**, evaluating the Town Manager's performance for the prior calendar year.

These individual evaluations, combined with information from the Town Manager's self-evaluation, will be compiled by the Subcommittee into a draft composite evaluation. The Subcommittee will then meet with the Town Manager to discuss the draft evaluation. The Subcommittee will submit the draft evaluation to the board by the first BOS meeting in **April**. The BOS will review and approve the evaluation by **April 30** to ensure that those members who have supervised the Town Manager during the preceding calendar year vote on the evaluation. All BOS discussion of the evaluation will occur in an Open Meeting and both individual and composite written evaluations will be available as public records.

The BOS will generally conduct the salary review for the Town Manager in **June** of each year.

FOR 2016: The process for 2016 will be different given that the Town Manager commenced employment on December 1, 2015. In the summer of 2016, the BOS will conduct an informal evaluation discussion with the Town Manager concerning the Town Manager's performance since December 1, 2015. Then, starting in March 2017, the BOS will follow the process described above to evaluate the Town Manager's performance from December 1, 2015, through December 31, 2016.

TOWN MANGER GOALS, EVALUATIONS, AND PROFESSIONAL DEVELOPMENT

for HENRY HAYES JR. as of _____

Goals and Evaluation Timeline

1. Within First thirty (30) days of the Town Manager's employment
 Select Board and Town Manager will create entry plan goals and objectives including:
 - a. Complete on-boarding processing as a Town employee
 - b. Meet with and establish professional relationships with the Department Heads and senior Town employees with regard to positions held
 - c. Become familiar with and review overarching operations of the Town by major functional areas
 - d. Become familiar with Town policy needs
 - e. Become familiar with various Boards, Commissions, Committees, Working Groups and the like across the Town
 - f. Become familiar with sources to access Town data, including but not limited to: network drives, Town websites
 - g. Gain access to municipal management systems and be listed on applicable registries
 - h. Conduct initial training requirements as a municipal employee
 - i. Apply for MMA-Suffolk Certificate in Local Leadership & Management program
 - j. Establish a professional working relationship with the Select Board/Board of Selectmen (Board) members
 - k. Provide quality feedback and information to the Board regarding Town impacting matters relevant to the function of community leadership

2. After Ninety (90) days of the Town Manager's employment
 Select Board and Town Manager will review the onboarding process and experience and discuss priorities and any resources needed to facilitate full immersion into the position of Town Manager.
 This will include:
 - a. Review of the onboarding process and status
 - b. Discuss priorities and any resources needed to facilitate full immersion into the position of Town Manager
 - c. Provide feedback regarding performance as the Chief Executive of the Town
 - i. Leadership of Town employees and provision of service to the Town
 1. Vision casting for Town employees
 2. Handling personnel and benefits
 3. Financial management and budgetary oversight feedback
 4. Administration
 5. Hiring and firing of personnel

- 6. Employee performance reviews
 - 7. Collective bargaining
 - 8. Purchase of supplies, materials, and equipment
 - 9. Inventory of all Town property, to include maintenance and use of all Town facilities
 - 10. Coordinating the activities of all town agencies serving under the office of the Town Manager and the office of the Board
 - ii. Feedback regarding support to the Board
 - iii. Civic engagement feedback
 - d. Continue to enhance professional development activities
3. After six (6) months of the Town Manager's employment
Select Board to conduct evaluation of Town Manager performance
- a. 360 degree assessment with solicited input from others
 - b. Subjective feedback from one of the Town's School Superintendents and
 - c. Subjective feedback from at least four direct reports of the Town Manager chosen randomly in a process conducted by the Town Manager and Board
4. Annually throughout the duration of the Town Manager's employment
Select Board will conduct review and evaluation of Town Manager's accomplishment of:
- i. Established goals and objectives
 - ii. Credentials and professional development status and progress
 - b. The Board and the Town Manager shall
 - i. Review and define goals and performance objectives for proper operation of the Town
 - ii. Review and establish strategy or anticipatory actions to further the Board's policy objectives
 - iii. Establish a relative priority among the various goals and objectives

Town Manager Multi-Year Goals

- 1. Fairbank Community Center: Work with Town Staff and other interested parties to sustain and operate the Fairbank Community Center and execute any future / new facility plans
- 2. Cleargov: Continue to work with Cleargov to evaluate new features and implement those new features when they become available
- 3. Town Center: Continue to work toward protecting the land in town center, including working with Developer on permitting and working with the Board to finalize future plans and protections for the property
- 4. Regional and Technical High School: Work to establish clearer relationships, processes, budgeting, bussing and predictions as best as able
- 5. Cemetery: Work with DPW on plan to create future cemetery space, including increased number of plots and access

6. Continue to work on funding sources for routine capital, as well as finding capacity for larger projects
7. Complete Streets: Conduct Implementation
8. Municipal Vulnerability Preparedness Hazard Mitigation Plans: Strive toward Implementation
9. Ongoing Work with Various Committees/Commissions: regarding master plans, including, town-wide, fields and senior needs
10. Staff enhancement
 - a. Update Employee Handbook
 - b. Discover and implement additional training and development opportunities

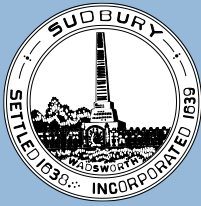
Ongoing Professional Development:

1. Conference attendance and participation
The Town shall pay the Town Manager's registration fee(s) and related expenses for:
 - a. International City and County Management Association's (ICMA) Annual Conference
 - b. Massachusetts Municipal Association Annual Conference (MMA)
 - c. Massachusetts Municipal Management Association Annual Spring and Fall conferences (MMMA).
2. Memberships: The Town agrees to budget and pay for the professional dues and subscriptions for the Town Manager necessary for membership in the:
 - a. International City/County and Management Association (ICMA)
 - b. American Society for Public Administration (ASPA)
 - c. Massachusetts Municipal Management Association (MMMA)
 - d. 495/MetroWest Partnership
 - e. Any other professional organizations deemed necessary and desirable for his continued professional participation, growth, and advancement for the good of the Town
 - f. The Town Manager shall throughout the term of this agreement be a member in good standing
 - g. Regularly attend meetings of organizations and any regional municipal management organizations and report to the Board on information relevant to the Town
3. Certifications
The Town Manager shall during the term of this agreement work toward certification as and attendance of:
 - a. ICMA Credentialed Manager
 - b. Massachusetts Certified Public Purchasing Official through the Office of the Massachusetts Office of the Inspector General
 - c. MMA Bootcamp
 - d. MMA-Suffolk Municipal Finance Management Seminar
 - e. MMA-Suffolk Certificate in Local Leadership & Management Program

Board Goals:

BOS GOALS 2020						
Goal	Primary Category	Total Score	Priority Level	Board Liason	Staff Liason	2020 deliverable
Town Manager Search Completion	Effective Governance and Communication	15	High	Dan Carty	Maryanne Bilodeau	New Town Manager hired.
Fairbank Community Center	Town Services and Infrastructure	14	High	Jen Roberts	Town Manager/Bill Barletta/Deb Galloway/P&R Director/Dennis Keohane	New Fairbank Center - Warrant Article at May 2020 Town Meeting and Special Election.
Regional High School Agreement/Budgeting Develop Project Management Review, Control, and Reporting Process	Effective Governance and Communication	8	High	Pat Brown	Town Manager/Dennis Keohane	Secure Counsel to review agreement; Meeting between Sudbury BOS and Lincoln BOS. Dialogue with Legislators regarding regional budgeting.
	Effective Governance and Communication	7	High	Bill Schineller	Town Manager	Development of BOS policy. Project Key Performance Indicators and identification of metrics & milestones.
Upgrade Fire Station 2 (Advanced Life Support Ambulance, Living Quarters)	Town Services and Infrastructure	6	High	Pat Brown	John Whalen/Bill Barletta	Fire Station 2 Upgrade to accommodate 3rd ambulance - Warrant Article at May 2020 Town Meeting and Special Election.
Bruce Freeman Rail Trail	Open Space, Recreation, and Historic Assets	5	High	Janie Dreter	Beth Suedmeyer/Town Manager	Complete 25% Design; hire consultant for 75/100% Design.
CSX Rail Acquisition	Open Space, Recreation, and Historic Assets	4		Jen Roberts	Beth Suedmeyer/Town Manager	CSX Rail Acquisition - Warrant Article at May 2020 Town Meeting.
School Administration Space Needs (Fairbank)	Town Services and Infrastructure	4		Bill Schineller	Town Manager/Bill Barletta/Deb Galloway/P&R Director	Contingency plan for SPS Adm. needs (if the Fairbank Community Center Warrant Article doesn't pass).
Capital Funding Capacity	Financial Management & Economic Resilience	3		Bill Schineller	Town Manager/Dennis Keohane	FY21 capital funding within tax levy, exceeds \$800,000; approve BOS Financial Policy that addresses sound capital funding strategies.
Council on Aging Space Needs (Fairbank)	Town Services and Infrastructure	3		Bill Schineller	Town Manager/Bill Barletta/Deb Galloway/P&R Director	Contingency plan for Senior Center needs (if the Fairbank Community Center Warrant Article doesn't pass).
Transportation and Traffic (plans to reduce travel times across Town)	Transportation, Mobility, and Housing	2		Dan Carty	Dan Nason/Scott Nix/Adam Duchesneau	Reduce traffic congestion throughout Sudbury.
Housekeeping (Approval of Minutes, etc.)	Effective Governance and Communication	1		Pat Brown	Town Manager	Approve Ex. Session minutes and review for release quarterly; review/disband defunct committees.
Revenue Diversification (Commercial Base as a component of the Tax Levy, economic development, user fees, etc.)	Financial Management & Economic Resilience	1		Jen Roberts	Town Manager/Adam Duchesneau/Dennis Keohane	Assess if we are maximizing opportunities to diversify town revenue streams.
Membership in Vocational Education	Town Services and Infrastructure	1		Dan Carty	Town Manager/Dennis Keohane	Define who is responsible for Voc Ed and choose membership school.
Improve Communication Effectiveness	Effective Governance and Communication	1		Janie Dreter	Town Manager	Conduct communications survey; continue to expand upon communication channels so as to reach maximum amount of citizens. Push out agendas to subscribers of various committees. Periodically review communication metrics and results. Timely updating of department webpages. Survey effectiveness of new newsletter delivery. Strive to post public agendas on Fridays.
Sidewalks & Prioritization Thereof	Town Services and Infrastructure	0		N/A	N/A	N/A
Comprehensive Stormwater Management Plan	Town Services and Infrastructure	0		N/A	N/A	N/A
Complete Streets Project	Transportation, Mobility, and Housing	0		N/A	N/A	N/A
Implementation of Municipal Vulnerability Plan	Environmental, Health, and Wellness	0		N/A	N/A	N/A

BOS GOALS 2020						
Goal	Primary Category	Total Score	Priority Level	Board Liason	Staff Liason	2020 deliverable
Implementation of Recreation and Open Space Plan	Open Space, Recreation, and Historic Assets	0		N/A	N/A	BOS Support
Master Plan	Effective Governance and Communication	0		N/A	N/A	BOS Support
Inclusionary Zoning	Effective Governance and Communication	0		N/A	Planning Board Goal	N/A
Solar By-Law	Effective Governance and Communication	0		N/A	Planning Board Goal	N/A
Upgrade Fire Stations 3 (Additional Sleeping Quarters)	Town Services and Infrastructure	0		N/A	N/A	N/A
Parks & Recreation Indoor Programming Space (Fairbank)	Town Services and Infrastructure	0		N/A	N/A	N/A
Community Shelter (Fairbank)	Town Services and Infrastructure	0		N/A	N/A	N/A
Committee Management (review committees and disband unused or unneeded committees)	Effective Governance and Communication	0		N/A	N/A	N/A
3 Year Calendar Development (document Governmental "Life Cycle" - everything required of BOS over a 3 year period; i.e. Senior Tax Exemption Required to TM Approval every 3 years)	Effective Governance and Communication	0		N/A	N/A	N/A
Update/Review Policies and Procedures	Effective Governance and Communication	0		N/A	N/A	N/A
Transparency In Government (audit reports, training, etc.)	Effective Governance and Communication	0		N/A	N/A	N/A
Key Performance Indicators Dashboard ("what do we get for what we spend")	Effective Governance and Communication	0		N/A	N/A	N/A
Discuss potential development of Blight or Nuisance Bylaw (Nobscot and Route 20 Intersection - abandoned property)	Financial Management & Economic Resilience	0		N/A	N/A	N/A
Nobscot and Route 20 Intersection - abandoned property)	Environmental, Health, and Wellness	0		N/A	N/A	N/A
Town Hall Renovation/Execute Design	Town Services and Infrastructure	0		N/A	N/A	N/A
Eversource Litigation	Environmental, Health, and Wellness	0		N/A	N/A	N/A
Historic Preservation Plan	Open Space, Recreation, and Historic Assets	0		N/A	N/A	BOS Support
Route 20 Beautification and redevelopment (walkability, vitality, traffic, sewer, etc.)	Financial Management & Economic Resilience	0		N/A	N/A	N/A
ADA Transition Plan	Town Services and Infrastructure	0		N/A	N/A	N/A
Landham Road/Rt 20 Intersection	Transportation, Mobility, and Housing	0		N/A	N/A	N/A
Complete Transaction of Quarry North and Sudbury Station Transfer	Transportation, Mobility, and Housing	0		N/A	N/A	N/A
Change name of BOS to Select Board	Effective Governance and Communication	0		N/A	N/A	N/A
Complete Playgrounds	Open Space, Recreation, and Historic Assets	0		N/A	N/A	N/A



SUDBURY BOARD OF SELECTMEN

Tuesday, August 18, 2020

MISCELLANEOUS (UNTIMED)**10: Fairbank Forum discussion****REQUESTOR SECTION**

Date of request:

Requested by: Patty Golden

Formal Title: Discussion and possible vote on the Fairbank Community Center Town Forum, including presentation content

Recommendations/Suggested Motion/Vote: Discussion and possible vote on the Fairbank Community Center Town Forum, including presentation content.

Background Information:
attached documents provided 8/3/20

Financial impact expected:

Approximate agenda time requested:

Representative(s) expected to attend meeting:

Review:

Patty Golden	Pending
Henry L Hayes	Pending
Jonathan Silverstein	Pending
Daniel E Carty	Pending
Board of Selectmen	Pending

08/18/2020 6:00 PM

☐ Reply all | ☐ Delete Junk | ☐ ☐



FW: Facilities and SPS Fairbank question responses



Bilodeau, Maryanne

Mon 1/20, 2:27 PM

Board of Selectmen ☐

☐ Reply all | ☐

Inbox

Sudbury Senior Center N... 277 KB	Senior Center Attachmen... 80 KB	Senior Center Attachm... 90 KB
--------------------------------------	-------------------------------------	-----------------------------------

☐ Show all 7 attachments (837 KB) Download all

Hi everyone
Here are Deb Galloway's responses thus far. There will be more coming.
Maryanne

Maryanne Bilodeau

Interim Town Manager

Town of Sudbury

[278 Old Sudbury Road](#)

[Sudbury MA 01776](#)

Phone: [\(978\) 639-3385](tel:(978)639-3385)

Fax: [\(978\) 443-0756](tel:(978)443-0756)

The Secretary of State's office has determined that most e-mails to and from municipal offices and officials are public records. Consequently, confidentiality should not be expected.

----- Original message -----
From: "Galloway, Debra" <GallowayD@sudbury.ma.us>
Date: 1/20/20 2:09 PM (GMT-05:00)
To: "Bilodeau, Maryanne" <BilodeauM@sudbury.ma.us>, mara@hustonfam.net
Cc: silvia_nerssessionian@sudbury.k12.ma.us, jallaw@verizon.net, "Dretler, Janie" <DretlerJ@sudbury.ma.us>, "Barletta, William" <BarlettaW@sudbury.ma.us>, "Mannone, Dennis" <MannoneD@sudbury.ma.us>, "Crozier, Brad" <brad_crozier@sudbury.k12.ma.us>
Subject: RE: Facilities and SPS Fairbank question responses

Attachment10.a: Fairbank docs combined (4082 : Fairbank Forum discussion)

Hello All,

Here are the reports that I have finished. Please see attached: a narrative, as well as Attachments 1-6. I am still working on a few more reports.

Thank you,

Debra

-

Debra Galloway

Director

Sudbury Senior Center

[40 Fairbank Rd.](#)

[Sudbury, MA 01776](#)

978-443-3055

www.sudburyseniorcenter.org

gallowayd@sudbury.ma.us

Attachment10.a: Fairbank docs combined (4082 : Fairbank Forum discussion)

☐ Reply all | ☐ Delete Junk | ☐ ☐

FW: P&R documents for the Fairbank Project



Bilodeau, Maryanne

Tue 1/21, 5:16 PM

Board of Selectmen ☐

☐ Reply all | ☐

Inbox

You forwarded this message on 1/26/2020 9:53 AM

Park and Rec Use of Existi...
27 KB



Park and Rec Use of New...
26 KB



2018 Fairbank Schedules....
4 MB



☐ 3 attachments (4 MB) Download all

Here are documents from P&R.

From: Mara Huston <marah@hustonfam.net>

Sent: Tuesday, January 21, 2020 11:21 AM

To: Bilodeau, Maryanne <BilodeauM@sudbury.ma.us>

Cc: Dretler, Janie <DretlerJ@sudbury.ma.us>; jallaw@verizon.net; Galloway, Debra <GallowayD@sudbury.ma.us>; Barletta, William <BarlettaW@sudbury.ma.us>; silvia_nerssession@sudbury.k12.ma.us

Subject: P&R documents for the Fairbank Project

Hi,

Here are the documents that Dennis and I created to answer some of the Select Board questions.

There are three documents;

- P&R Use of existing building
- P&R Use of the new building
- 2018 program schedules representing multiple seasons and vacation weeks.

Please note that we can't send our comparison of existing vs proposed P&R space until we have the corrected space allocation of the current building from ICon. Once we have that, we will send it to you.

Please let us know any of your questions.

Mara

Week in the Life of Recreation in the New Building Space

The layout of the proposed space will provide three side-by-side program rooms and a gym dedicated to recreational usages. The program rooms will have removable partitions so the rooms can be configured to be either 600 sq ft, 1200 sq ft or 1800 sq ft. Staff can also decide to pull the partition part way providing smaller spaces that can be monitored by staff. This flexibility will make this space so much smarter for programming. One of the rooms will have sink for messy cleanup. The gym will also have a removable partition to support multiple activities at one time.

The art and fitness studios will be available to recreation in the later afternoons, evenings and weekends. The following calendars show an example of how the existing program will use the new space.

Notes:

Tod – Toddler Room

R1, R2, R3 – General Program Room

Gym – The gym will be dividable to be used by multiple users at one time.

AS – Art Studio

FS – Fitness Studio

Program rooms and gym is also available for community rentals from various groups.

The building will be open:

Monday-Thursday 5:30am-9pm

Friday 5:30am-7pm

Saturday 7am-6pm

Sunday 7am-4pm

Fall, Winter and Spring Program Schedule

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Tod		9:30am-12pm Terrific Twos	9:30am-12pm Terrific Twos	9am-12pm – Three Cheers for Three	9:30am-12pm Terrific Twos	9:30am-12pm Terrific Twos	
R1		3-4pm – STEM 5:30-6:30pm – Social Skills	3-4pm – STEM 5:30-6:30pm – STEM	12-6pm – Wild Wednesday	3-4pm – STEM 5:30-6:30pm – Social Skills	3-4pm – STEM 5:30-6:30pm – STEM 7-9pm - Teen Center	
R2		3:30-6:30pm – Teen drop in space	3:30-6:30pm – Teen drop in space	3:30-6:30pm – Teen drop in space	3:30-6:30pm – Teen drop in space	3:30-6:30pm – Teen drop in space 7-9pm - Teen Center	
R3		4-5pm – Arts and Crafts 5:30-6:30pm – Cooking Class	4-5pm – Arts and Crafts 5:30-6:30pm – Writing class	12-6pm – Wild Wednesday	4-5pm – Arts and Crafts 5:30-6:30pm – Cooking Class	4-5pm – Arts and Crafts 5:30-6:30pm – Writing class 7-9pm – Teen Center	
Gym	9am-6pm – tot/youth soccer/ basketball clinics 10:30-12:30pm – Tot Gym 1-4pm - Pickelball	7-8am – Bootcamp 8:30-10:30am - Adult Pickleball 4-5pm – youth basketball clinic 5-6pm – Basketball training	9-10:30am – Tot drop in Play time 3-5pm- Youth open gym 7-8pm – Adult Volleyball	7-8am - Bootcamp 9:30-10:30am - Jump,Roll & Sing for Tots. 12-6pm – Wild Wednesday 7-8:30pm – Adult basketball	11a-1pm – Adult Pickleball 3-5pm- Youth open gym 6:30-8:30pm – Youth and Adult Archery	7-8am - Bootcamp 8:30-10:30am - Adult Pickleball 3-5pm- Youth open gym 7-9pm – Teen Center	9am-6pm – tot/youth soccer/ basketball clinics 10:30-12:30pm – Tot Gym 1-4pm - Pickelball

		7-9pm – Adult Basketball					
AS	1-3pm Youth art classes	4:30-5:30pm – Youth art classes 7:30-8:30pm – Adult Art classes	6-7:30pm – Arts and Crafts		4:30-5:30pm – Youth art classes 7:30-8:30pm – Adult Art classes		9am-11am – Adult Art classes
FS	7:45-8:45am – Yoga/Pilates	7:30-8:30am – Adult yoga 4-5pm – Teen Yoga 5:30-6:30pm – Adult Dance 6:30-7:30pm – Adult Dance	7:30-8:30am – Adult Pilates 5-6pm – Acting class 6:15-7:15pm – Adult Yoga/Pilates 7:30-8:30pm – Adult Meditation/Yoga	7:30-8:30am – Adult yoga 4-5pm – youth yoga	7:30-8:30am – Adult Pilates 4-5pm Teen Yoga 6:15-7:15pm – Adult Yoga/Pilates 7:30-8:30pm – Adult Meditation/Yoga	7:30-8:30am – Adult yoga 7-9pm – Teen Center	7:45-8:45am – Yoga/Pilates

Notes:

- Wild Wednesdays happen during ILAP Wednesdays on the SPS calendar – approximately 18 weeks a school year.
- Teen Center happens 8-10 Fridays throughout the school year.
- Program offerings will increase as demand and interest from the community grow.
- The gym will be available for private group rentals. They could rent half of the gym while a recreation program is happening on the other half.
- Programs can be staggered so participants can do more than one in an afternoon to provide extended coverage for working parents. This will help alleviate some of the impact of the planned school start time changes.

Summer Program Schedule

7:45am – Early drop-off daily outside the building. Will be inside in inclement weather.

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Tod		9am-12pm – Preschool Pals	9am-12pm – Preschool Pals	9am-12pm – Preschool Pals	9am-12pm – Preschool Pals	9am-12pm – Preschool Pals	
R1		8:45am-3pm	8:45am-3pm	8:45am-3pm	8:45am-3pm	8:45am-3pm	
R2		Sudbury	Sudbury	Sudbury	Sudbury	Sudbury	
R3		Summer, CIT, Sudbury	Summer, CIT, Sudbury	Summer, CIT, Sudbury	Summer, CIT, Sudbury	Summer, CIT, Sudbury	
Gym		Adventure, Pool (WIT)	Adventure, Pool (WIT)	Adventure, Pool (WIT)	Adventure, Pool (WIT)	Adventure, Pool (WIT)	
		3-5pm – Extended Stay	3-5pm – Extended Stay	3-5pm – Extended Stay	3-5pm – Extended Stay	3-5pm – Extended Stay	
AS							
FS							

Summer Summer, and associated programs, run for three 2-week sessions in July and August. Other summer camps are offered in weeks before and after Sudbury Summer. Many of these are vendor programs to provide more options for families.

Vacation Weeks (February or April) Program Schedule

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Tod			9am-12pm – Childhood Adventures		9am-12pm – Childhood Adventures		
R1			9am-4pm – Lifeguard or WSI Training	9am-4pm – Lifeguard or WSI Training	9am-4pm – Lifeguard or WSI Training	9am-4pm – Lifeguard or WSI Training	
R2			9am-4pm – Vacation Camp program	9am-4pm – Vacation Camp program	9am-4pm – Vacation Camp program	9am-4pm – Vacation Camp program	
R3			9am-4pm – STEM Camp	9am-4pm – STEM Camp	9am-4pm – STEM Camp	9am-4pm – STEM Camp	
Gym			9am-2pm – All Sports Clinic;	7-8am – Bootcamp; 9am-2pm – All Sports Clinic; 7-8pm – Adult Volleyball	9am-2pm – All Sports Clinic; 11a-1pm – Adult Pickleball	7-8am - Bootcamp 8:30-10:30am - Adult Pickleball 9am-2pm – All Sports Clinic	
AS			6-7:30pm – Arts and Crafts		7:30-8:30pm – Adult Art classes		
FS	7:45-8:45am – Yoga/Pilates		7:30-8:30am – Adult Pilates 5-6pm – Acting class 6:15-7:15pm – Adult Yoga/Pilates 7:30-8:30pm – Adult Meditation/Yoga	7:30-8:30am – Adult yoga 4-5pm – youth yoga	7:30-8:30am – Adult Pilates 4-5pm Teen Yoga 6:15-7:15pm – Adult Yoga/Pilates 7:30-8:30pm – Adult Meditation/Yoga	7:30-8:30am – Adult yoga	7:45-8:45am – Yoga/Pilates

SENIOR CENTER ATTACHMENT 4 -SENIOR CENTER CALENDAR FOR NEW COMMUNITY CENTER

	Monday	Tuesday	Wednesday	Thursday	Friday
R4	9:00 Dementia Care Giver Support*/Group 10:30 Stamp Club 1:30 Low Vision Support Group	9:00 Chinese Happy Seniors 10:15-12 Tax Assistance 1:15 Reading Group 3:00 Friendly Visitors Volunteer meeting	9:30 Veterans Talk/Coffee 10:30 Music Lessons 1:15 Book Reading Group 2:30 Photography Club	9:30-11:30 Current Events 1:15 Senior Notes 2:30 Connection Circle 3:00 Volunteer Training	9:30-11:00 Individual Consultations (nurse, podiatrist, balance screenings, etc.) 11:00-4:00 Smart Driver/Other Skills course
R5	9:30 General Caregiver Support Group** 12:00-3 Social Day Care	9:00 English Learners 11:15 Russian Conversation Circle 12:00-3 Social Day Care	9:00-11:30 Caregiver Support/Memory Cafe 12:00-3 Social Day Care	9:00-11:45 Computer Lab 12:00-3 Social Day Care	9:00 Carmine Gentile office hours 10:00-12:00 Hearing Clinic 12:00-3 Social Day Care
R6	9:00 Healthy Aging Workshop 12:00-3:00 SHINE/Medicare help	9:00 Grief Support Group 11:00 Spanish Conversation Circle 1:00 Brain Games 2:15 Ping pong	9:30-11:30 Aging Mastery group 12:00 Fit for the Future Group meetup 2:00 Arthritis Exercises	9:00 Grandparents Group 10:00-12:00 Flower Arranging 1:00 Short Story Group 2:00-4:00 Music Jam	9:00-12 SHINE/Medicare Talk 1:00-4:00 Chronic Pain Workshop
M1	8:30–9:30 Breakfast Club 9:30-12:30 Bridge #1 12:00 Lunch 1:30-4:00 Canasta	9:00-11:30 Trivial Pursuit/Backgammon 12:00 Lunch 1:00-4:00 Advanced Bridge	8:30–9:30 Breakfast Club 9:30-12:00 Healthy Eating Group 12:00 Lunch and Learn 1:15-3:45 Bridge #2	9:30-11:30 Bingo 12:00 Lunch 1:30 Mahjong 3:00 Misc. Games	8:30 – 9:30 Breakfast Club 11:00 Cooking for One 12:00 Lunch w/ Speaker 3:00 Afternoon Tea
M2	9:30-12 Lifelong Learning Series #1 1:00 TED Talks 2:30 Baking Workshop	8:45-10:45 BP Clinic 12:30 Tuesday Movie 3:00 COA Meeting	9:30 Life Long Learning #2 1:30-3 Live Lecture/Performance Recitals	9:00-12 Caregiver Education 1:30-3 Life Long Learning #3 3:15 Friends of the Senior Center Meeting	9:00 Documentary Series 11:30 Travel Planning 1:00 Friday Movie
FS	9:45-11 Yoga 11:00 Fit for the Future 1:15 Better Balance 2:30 Tai Chi	9:45-11:00 Chair Yoga 11:15 Meditation 1:30 Tai Chi Healthy Living 2:30 Pilates	9:30 Ageless Grace 11:00 Fit for the Future 1:30 Balance and Strength 3:45 Zumba Gold	9:00 Beginner Tap Dance 9:30 Tap Dance 11:15 Meditation 2:30 Intro to Tai Chi	9:45 Yoga 11 Yoga 1:00 Fit for the Future 2:30 Pilates
AC	9:00-12:00 Quilting 1:15-3:45 Knitting/crochet	9:00 Intro to Water Colors 11:00 Drawing 1:15 Pottery	9:00 Jewelry Making 11:00 Coloring 12:30-3:30 Arts & Crafts	10:00 Oil Painting 1:15 Zentangle 2:00-3:30 Macrame	9:00-11 Scrapbooking 11:30-1:30 Watercolors 1 1:45-3:45 Watercolors 2

R4 – Program Room 4

R6 - Program Room 6

M1 – Multipurpose Room 1

R5 – Program Room 5

FS – Fitness Studio

M2 – Multipurpose Room 2

AC – Arts & Crafts Room

SENIOR CENTER ATTACHMENT 4 -SENIOR CENTER CALENDAR FOR NEW COMMUNITY CENTER

Note: R4, R5, R6 are the Community Center rooms dedicated to Senior Center programs

*Caregiver Support includes Memory Café, Comfort Food Café, Sudbury Caregiver Support Group for caregivers of persons living with dementia

**Caregiver of persons with any chronic illness

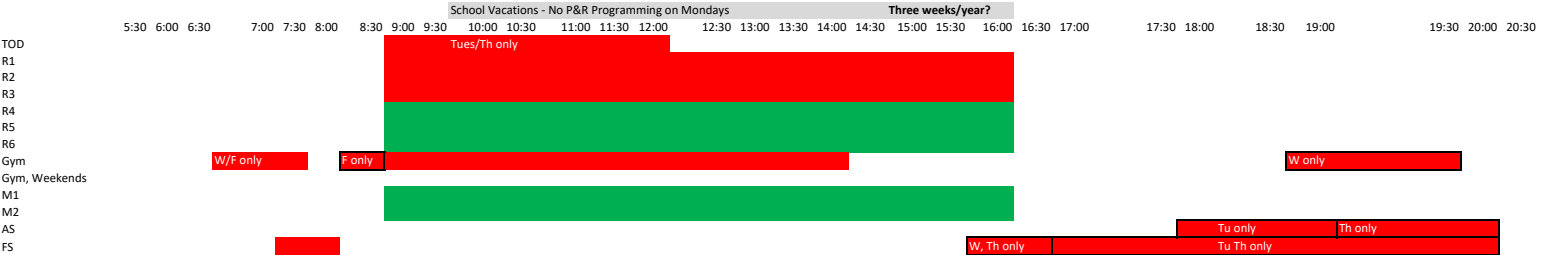
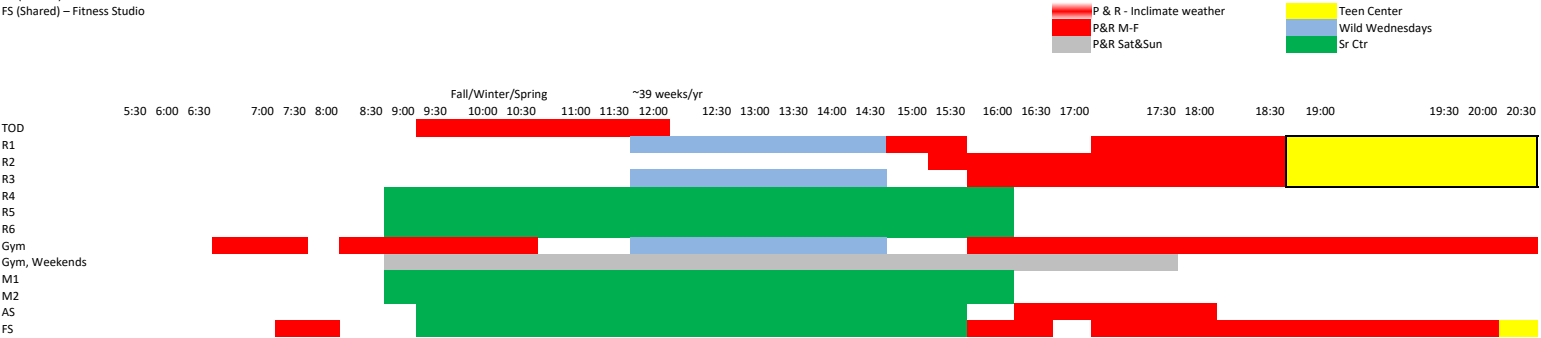
Most of the above programs will be offered every week. During some time slots other uses for Program rooms will be scheduled when a program listed above is not offered in a given week or when another short term program or event will be offered. Such other programs and events could include:

- Book author readings once per month
- Breakfast events, e.g. Men's Breakfast and Veterans Breakfast, 3-4 times per month
- Large luncheons 1x month
- Intergenerational activities one-2 x per month
- Repair Café twice per year
- Great Decisions Course once weekly for 9 weeks in summer
- COA and Friends Subcommittee meetings twice per month
- Cooking classes twice per month
- AARP Smart Driver courses multiple days 4 times per year
- AARP Tax Preparation Help twice weekly, 7 hours per session, Feb.-April
- Additional Life Long Learning courses, lectures and performing arts programs
- Volunteer program meetings 2-3 times per month
- Medicare Open Enrollment assistance twice weekly year round
- Clinics: Legal, bereavement/grief counseling twice per month
- Additional sessions of popular programs, movies, and Lunch & Learn presentations
- Additional clubs/hobby group meetings/arts & crafts courses/fitness classes: Wood Sign Making class, Body Groove, Line dancing, Bocce, Shuffle board, Video Game room, Wii Tournaments (bowling, golf,...)
- Kitchen: Baking or Cake decorating, Healthy Eating/Healthy living
- Medical Conversations - Medical Professionals coming in once or twice a month to talk about current issues/topics.

F:/Community Center/Fall 2019/Senior Center Calendar

Attachment 10.a: Fairbank docs combined (4082 : Fairbank Forum discussion)

Tod – Toddler Room - P&R
R1, R2, R3 – General Program Room - P&R
R4, R5, R6 – General Program Room - Sr Ctr
Gym (Shared) – per presentation: "A new full-size gym will be built with dividable partitions to permit various activitiesby multiple users at one time."
M1 (Shared) - per presentation "Park and Recreation and Senior Center will have new shared multi- purpose rooms with removable partitions"
M2 (Shared) - per presentation "Park and Recreation and Senior Center will have new shared multi- purpose rooms with removable partitions"
AS (Shared) – Art Studio
FS (Shared) – Fitness Studio



FAIRBANK COMMUNITY CENTER

VIRTUAL TOWN FORUM

PUBLIC SCHOOLS
EMERGENCY SHELTER
SENIOR CENTER
VOTING LOCATION



ATKINSON POOL
PRESCHOOL PROGRAM
PARK & RECREATION
SUMMER CAMPS

Attachment10.b: Fairbank Flyer_Aug2020_v2 (4082 : Fairbank Forum discussion)

FUTURE OF FAIRBANK TOWN FORUM

Wednesday, August 26, 2020
7 PM

Broadcast LIVE on SudburyTV

A new proposal for the Fairbank Community Center will be presented at Town Meeting. This forum is an opportunity to learn more about the issues facing the building as well as the proposed plan for its future.

ZOOM MEETING

Join On-line

<https://us02web.zoom.us/j/82561627>

Join by Phone

978-639-3366 or 470-250-9358

MeetingID

825 6002 1627

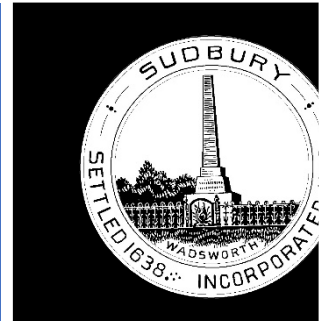
PANELISTS

Henry L. Hayes, Jr., Town Manager
Jennifer Roberts, Board of Selectmen
William Barletta, Facilities Director

ICON Architecture

Ned Collier AIA, LEED AP, Principal,
Mark McKeivitz, LEED AP, Designer

Finance Dept., Fire Dept., Senior Center, Park & Rec, School Dept. representatives



ASK A QUESTION

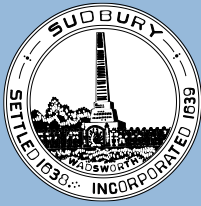
Presentation will be followed by Q&A
 To submit questions in advance, please visit
sudbury.ma.us/townforum/questions
 or email townforum@sudbury.ma.us
 by Mon., Aug 24 @ 5PM.

BROADCAST

Watch LIVE or ON-DEMAND
 Comcast: Channel 8
 Verizon: Channel 31
 Web: <https://www.sudburytv.org/>

Learn more at

[HTTPS://SUDBURY.MA.US/TOWNFORUM](https://sudbury.ma.us/townforum)



SUDBURY BOARD OF SELECTMEN

Tuesday, August 18, 2020

MISCELLANEOUS (UNTIMED)**11: Discussion on taskforce on race/safety (community conversation)**REQUESTOR SECTION

Date of request:

Requestor: Selectman Schineller

Formal Title: Discussion on task force on race/safety (community conversation). Selectman Schilneller to lead discussion.

Recommendations/Suggested Motion/Vote: Discussion on task force on race/safety (community conversation). Selectman Schineller to lead discussion.

Background Information:

Financial impact expected:

Approximate agenda time requested:

Representative(s) expected to attend meeting:

Review:

Patty Golden	Pending
Henry L Hayes	Pending
Jonathan Silverstein	Pending
Daniel E Carty	Pending
Board of Selectmen	Pending

08/18/2020 6:00 PM

DRAFT: 2020-08-18, Bill Schineller

2020 Sudbury Equality and Inclusivity Commission

Mission:

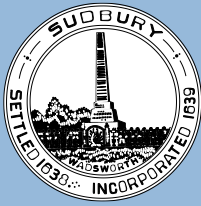
The mission of the Sudbury Equality and Inclusivity Commission shall be to promote equality and inclusivity within Sudbury irrelevant of one's race, religion, color, creed, ethnicity or sexual orientation. The Commission is hereby established by the Sudbury Select Board in 2020 as an active local response to acts of racial injustice nationwide, including the killing of black American George Floyd by Minneapolis police officers.

The Commission is tasked with engaging the Sudbury community, including minority or marginalized demographics, to examine and report on bias with respect to safety and equal access to services and quality education within Sudbury. The Commission shall make recommendations annually to the Sudbury Select Board, the Sudbury Public School Committee, and the Lincoln-Sudbury Regional High School Committee on policies and programs to identify and eliminate biases, and to measure, promote, and increase inclusivity and participation of Sudbury's minority or marginalized populations in town government and access of services and educational resources.

Membership:

The Sudbury Equality and Inclusivity Commission shall be composed of 7 members appointed by the Sudbury Select Board, at least three of whom self-identify as members of Sudbury's minority or marginalized demographics.

- Nominee by the Sudbury Public School Committee
- Nominee by the Lincoln-Sudbury Regional High School Committee
- Chief of Police or delegate from the Sudbury Police Department
- Town Manager
- Board of Health Social Worker
- Nominee by the Planning Board (which owns the Town's Master Plan)
- Nominee by the Select Board



SUDBURY BOARD OF SELECTMEN

Tuesday, August 18, 2020

MISCELLANEOUS (UNTIMED)**12: Board's Town Meeting articles to pre-record****REQUESTOR SECTION**

Date of request:

Requested by: Patty Golden

Formal Title: Discussion on Board's Town Meeting articles that can be pre-recorded

Recommendations/Suggested Motion/Vote: Discussion on Board's Town Meeting articles that can be pre-recorded

Background Information:

Financial impact expected:

Approximate agenda time requested:

Representative(s) expected to attend meeting:

Review:

Patty Golden	Pending
Henry L Hayes	Pending
Jonathan Silverstein	Pending
Daniel E Carty	Pending
Board of Selectmen	Pending

08/18/2020 6:00 PM

ATM 2020 Articles

#	Article Title	Sponsor/ Submitted by	Article Presenter	BOS Position	FinCom Position	Report BOS position at ATM	Funding Source	Requested Amount	Required Vote	Consent Calendar
	IN MEMORIAM RESOLUTION									
	FINANCE/BUDGET									
1	Hear Reports	BOS			n/a		n/a	n/a	Majority	
2	FY20 Budget Adjustments	BOS		support	n/a		n/a	0	Majority	
3	FY21 Budget	Town Mgr		support	support 6-0		Various	\$105,769,693	Majority	
4	FY21 Capital Budget	Town Mgr		support	support 6-0		Free Cash	\$722,076	Majority	
5	FY21 Transfer Station Enterprise Fund Budget	Town Mgr		support	6-0		Enterprise Receipts	\$314,927	Majority	
6	FY21 Pool Enterprise Fund Budget	Town Mgr		support	support 6-0		Enterprise Receipts	\$464,249	Majority	
7	FY21 Recreation Field Maintenance Enterprise Fund Budget	Town Mgr		support	support 7-0		Enterprise Receipts	\$254,704	Majority	
8	FY20 Snow & Ice Transfer	Town Mgr			n/a		n/a	\$0	Majority	
9	Unpaid Bills	Town Accountant			n/a		n/a	n/a	Four-fifths	
10	Chapter 90 Highway Funding	DPW Director		5-0 support	6-0		n/a	n/a	Majority	X
11	Stabilization Fund	BOS		support	8-0		Free Cash	\$40,496	Majority	
12	Goodnow Library Services Revolving Fund (new)	Library Director		5-0 support	6-0		n/a	n/a	Majority	X
13	FY21 Revolving Fund limits	BOS		support	6-0		n/a	n/a	Majority	X
14	Capital Stabilization Fund	Town Mgr		support	not support 1-5		Free Cash	\$250,000	Majority	
15	Fund Litigation Costs - Eversource	Town Mgr		support	6-0		Free Cash	\$150,000	Majority	X
16	Post-Employment Health Insurance Trust Funding	Town Mgr		support	6-0		HI Trust Fund	\$211,867	Majority	

ATM 2020 Articles

#	Article Title	Sponsor/ Submitted by	Article Presenter	BOS Position	FinCom Position	Report BOS position at ATM	Funding Source	Requested Amount	Required Vote	Consent Calendar
17	CSX Corridor	BOS					Debt Excl		Two-thirds if borrowed	
18	Fairbank Community Center Design and Construction Funds	BOS		2-3 not support	4-4		Debt Excl	\$28,832,000	Two-thirds if borrowed	
19	WITHDRAWN									
20	Construction of Housing/Living Addition - Fire Station #2	Fire Chief					n/a	0	Two-thirds if borrowed	
	CAPITAL ARTICLES									
21	Purchase Fire Dept. Ambulance	Fire Chief		5-0 support	8-0; CIAC 4- 0		RRA	\$340,000	Majority	
22	Dutton Road Bridge Project - Easements	DPW Director		4-0 support					Majority	X
23	WITHDRAWN									
24	Front End Loader with Plow	DPW Director		IP	8-0		n/a	\$0	Majority	
25	Roadway Drainage Improvements	DPW Director			8-0		Free Cash	\$120,000	Majority	X
26	Old Sudbury Road Culvert Design	DPW Director			8-0		Free Cash	\$100,000	Majority	X
27	Multi-purpose Sidewalk Tractor	DPW Director		IP	8-0		n/a	\$0	Majority	
28	Dump Truck with Plow	DPW Director			2-4		Free Cash	\$110,000	Majority	
29	One-Ton Dump Truck with Plow, Spreader and Wing	DPW Director			2-4		Free Cash	\$140,000	Majority	
30	6-Wheel Combo Body Dump Truck with Plow and Spreader	DPW Director			2-4		Free Cash	\$260,000	Majority	
31	Sudbury Public Schools Surveillance Cameras	SPS Committee			8-0		Free Cash	\$261,023	Majority	
32	Sudbury Public Schools Playground Improvement	SPS Committee			8-0		Free Cash/ grants/old articles	\$333,000	Majority	
33	Sudbury Public Schools Non-resident Tuition Fund	SPS Committee		5-0 support	8-0		n/a	n/a	Majority	X

8/7/2020

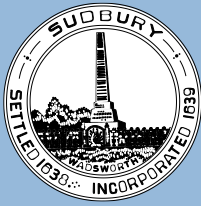
ATM 2020 Articles

#	Article Title	Sponsor/ Submitted by	Article Presenter	BOS Position	FinCom Position	Report BOS position at ATM	Funding Source	Requested Amount	Required Vote	Consent Calendar
34	Authorize BOS to petition for an additional alcohol pouring license for Meadow Walk development	BOS		4-0 support	n/a		n/a	n/a	Majority	X
35	Acceptance of Provisions of the Massachusetts Veterans' Brave Act M.G.L. Chapter 59, Sect. 5, clause twenty-second H	Board of Assessors		5-0 support	8-0		n/a	Annual RE Tax	Majority	X
36	Addition of Associate Member to the Historic Districts Commission	HDC		5-0 support	n/a		n/a	n/a	Majority	X
37	Amend Zoning Bylaw, Article IX: Remove Section 4800. Temporary Moratorium on Marijuana Establishments and insert Section 4800. Solar Energy Systems	Planning Board		5-0 support	n/a		n/a	n/a	Two-thirds	
38	Amend Zoning Bylaw, Article IX: Insert Section 5600. Inclusion of Affordable Housing	Planning Board		5-0 support	n/a		n/a	n/a	Two-thirds	
CONSERVATION COMMISSION ARTICLES										
39	Exchange of Real Property - Brimstone lane parcels	ConComm		support			n/a	n/a	Two-thirds	X
40	Transfer Care & Custody of Town-Owned Water Row parcel to Conservation Commission (H11-401)	ConComm		5-0 support			n/a	n/a	two-thirds	X
41	Transfer Care & Custody of Town-Owned Water Row parcel to Conservation Commission (H11-305)	ConComm		5-0 support			n/a	n/a	two-thirds	X
CPC ARTICLES										
42	Community Preservation Fund - Historic Resource Inventory Survey	CPC		5-0 support	6-0		CPA Receipts	\$30,000	Majority	X
43	Community Preservation Fund - Removal of Invasive Species from King Philip Woods	CPC		5-0 support	6-0		CPA Receipts	\$47,000	Majority	X
44	Community Preservation Fund - Design of Wayside Inn Road Bridge over Hop Brook	CPC		5-0 support	0-6		CPA Receipts	\$125,000	Majority	X

8/7/2020

ATM 2020 Articles

#	Article Title	Sponsor/ Submitted by	Article Presenter	BOS Position	FinCom Position	Report BOS position at ATM	Funding Source	Requested Amount	Required Vote	Consent Calendar
45	Community Preservation Fund - Remediation of Water Chesnuts from Hop Brook Pond System	CPC		5-0 support	6-0		CPA Receipts	\$180,000	Majority	X
46	Community Preservation Fund - Sudbury Housing Authority Acquisition, Creation, Preservation, and support of Affordable Rental Housing	CPC		5-0 support	6-0		CPA Receipts	\$259,000	Majority	X
47	Community Preservation Fund - Regional Housing Services Office (RHSO) membership fee	CPC		5-0 support	6-0		CPA Receipts	\$30,000	Majority	X
48	Community Preservation Fund - Library Historic Room Conversion	CPC		5-0 support	6-0-1		CPA Receipts	\$150,000	Majority	X
49	Community Preservation Fund - Reversion of Funds	CPC		5-0 support	6-0		n/a	\$46,333	Majority	X
50	Community Preservation Fund - General Budget and Appropriations	CPC		5-0 support	6-0		CPA Receipts	\$2.59M	Majority	X
	PETITION ARTICLES									
51	Acquire ¼ mile of CSX Corridor (Station Rd to Rt 20)	Simon						300,000	Two-thirds. If borrowed	
52	Expedite completion of BFRT	Simon					n/a	n/a	Majority	
53	Bicycle safety road signs	Porter		3-2 support			n/a	n/a	Majority	
54	Cost/benefit study on burying overhead utility lines	Pathak					n/a	n/a	Majority	
55	Polystyrene reduction	LS students		4-1 support			BOH supports	n/a	Majority	
56	Checkout bag charge	LS students		4-1 support			BOH supports	n/a	Majority	
57	Disposable plastic pollution reduction bylaw (straws & stirrers)	LS students		4-1 support			BOH supports	n/a	Majority	



SUDBURY BOARD OF SELECTMEN

Tuesday, August 18, 2020

MISCELLANEOUS (UNTIMED)**13: Summer 2020 Selectmen Newsletter Approval****REQUESTOR SECTION**

Date of request:

Requested by: Leila S. Frank

Formal Title: Review draft Summer 2020 Board of Selectmen Newsletter and approve for distribution.

Recommendations/Suggested Motion/Vote:

Background Information:

Draft newsletter attached

Financial impact expected:N/A

Approximate agenda time requested:

Representative(s) expected to attend meeting:

Review:

Patty Golden Pending

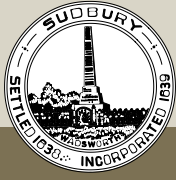
Maryanne Bilodeau Pending

Jonathan Silverstein Pending

Daniel E Carty Pending

Board of Selectmen Pending

08/18/2020 6:00 PM



BOARD OF SELECTMEN NEWSLETTER

TOWN OF SUDBURY

REFLECTIONS ON MY TIME AS A MEMBER OF THE BOARD

By Pat Brown, Vice-Chair

I've been honored to serve on the Sudbury Board of Selectmen (soon to become Select Board!) since 2014. There's been a lot of change over that time. Here's my quick retrospective on the past six years:

Challenges

Civility—or rather, the lack thereof—was a big theme the first year I was on the Board. Starting with an explosive election of chair at my very first meeting, the year continued with numerous other contentious meetings and online altercations. By the end of the year, the Sudbury Clergy Association requested that town residents and officials engage with the Harvard Negotiation and Mediation Clinical Program to address our civic discord. The Harvard Listening Project report, released in spring of 2015, led to the Board's engaging Jon Wortman to help us better

communicate with one another.

The Board received numerous Open Meeting Law (OML) complaints in the fall of 2014, many of which led to determinations against the town by the Attorney General's Office. In addition to the required online training, in-person training on the OML was given by Town Counsel in April of 2015 to all town elected and appointed officials.

Vocational Education

The Town carefully studied a request from the Minuteman Vocational Regional High School District to re-open the Regional Agreement to facilitate funding construction of a new school building. By 2016, Town Meeting approved Sudbury's withdrawal from the Minuteman Regional District as of July 2017 under the newly



Vice-Chair Pat Brown will step down as member of the Board of Selectmen upon the conclusion of Annual Town Meeting this September.

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EEE Update.....	5
Sudbury Park & Recreation	7
Eversource Project Update	9

August 19, 2020

revised Regional Agreement. Sudbury's vocational students continue to attend Minuteman and other vocational schools as out of district students.

Rail Trail

2014 Annual Town Meeting approved \$250,000 for the Bruce Freeman Rail Trail (BFRT) 25% design, and the Board selected contractor VHB to undertake this project.

Proposals for a greenway in 2014 were defeated. The BFRT project was delayed by litigation in 2015, and further complicated by the destruction of the Pantry Brook trestle in 2016, but it was ultimately supported by more than \$1.1 million of additional design funds (\$150,000 in CPA funds from Article 42, ATM 2016; \$330,000 in free cash from Article 14, ATM 2017; \$650,000 in free cash from Article 7, STM October 2017) and is scheduled for construction in 2022. Efforts to extend the project into the CSX-owned portion of the railroad corridor constitute a separate effort currently underway.

Development and Construction Projects

The town developed a vision for re-development of the Raytheon property (now Meadow Walk) on Route 20 since the announcement in 2014 of their intent to close.

Additionally, in September of 2015, the Sudbury Station development filed a proposal for a 250-unit development in Town Center under the state's 40B affordable housing legislation. And in March of 2016, the town was confronted with the Eversource High Voltage Transmission project along the MBTA east-west rail right of way, and mobilized in opposition.

Remember when the new Police Station was opened in December of 2015? When the Town Center project was begun in 2015, and blessedly culminated by the summer of 2016? The years of analysis leading up to the first Fairbank proposal (Indefinitely Postponed rather than presented by the Fairbank Task Force in 2016), the second Fairbank proposal (presented but defeated at Town Meeting and at the polls in 2018) and now the new proposal? Purchasing Johnson Farm, Broadacres, and Sewataro? The unprecedented turnout at the December 2018 Special Town Meeting to decide on the "Melone Land Swap," effectively moving the Sudbury Station development to the former Melone gravel pit and securing the land in Town Center for the town?

Changes

There has been significant turnover of Sudbury Town staff during my time in office. In my six years on the Board, I have worked with 3 Town Counsels, 3 Town Managers (and one Interim Town Manager, twice!), 3 Finance Directors, 3 Town Planners, 3 Park and Recreation Directors, 2 DPW Directors, 2 Combined Facilities Directors, 2 Fire Chiefs, 2 Town Clerks, 2 Conservation Coordinators and 2 Building Inspectors. It seems change has been the only constant. While we miss those who have retired and moved on to other opportunities, we have an excellent team in place, working hard to innovate for Sudbury's present and future.

There has been a complete turnover on the Board as well. Long time Selectman Larry O'Brien did not run for re-election in 2015; we had a hotly contested election for two open seats that saw Susan Iuliano and Chuck Woodard join the Board. In 2017, Dan Carty was elected to fill the post vacated by Chuck Woodard; in 2018, Dan Carty and Janie Dretler were elected; in 2019 new members Jennifer Roberts and Bill Schineller stepped up to fill the openings when Selectmen Haarde and Simon stepped down. Finally, in 2020 Charlie Russo defeated

me to win election to the Select Board.

What am I proudest of? I'm not sure whether it's the Melone land swap, which preserved our historic town center from high density development, or the resulting effect of achieving the "10%" affordable housing stock required by MGL Chapter 40B—effectively removing the ability of developers to bypass local zoning and other concerns whenever they announce plans to build affordable housing. As a result, when we build new

affordable housing, we will do it within the regulations governing everyone else. In addition, the town's continuing stalwart opposition to the Eversource proposal in cooperation with the Protect Sudbury organization is an inspiring instance of community commitment and spirit.

Where could we improve? The efforts to formulate strong financial policies were stymied by a requirement to hear from DLS (Division of Local Services), which effectively delayed

efforts by over a year. And, sadly, we have yet to achieve the goal of the 2014 Listening Project, which is to improve civility.

My time on the Board has been, as they say, quite a ride. It's definitely been an education, and an opportunity to meet and to work with some incredible people both past and present, staff and volunteer. Thank you all for the honor and privilege of serving during these exciting years.

COMMUNITY CONVERSATION ON RACE AND SAFETY

My interview with Brandale Randolph

By Dan Carty, Chairman

As a white, middle-aged, middle-class male living in suburbia, to say that the killing of George Floyd and the subsequent actions nationally and locally have opened my eyes and highlighted my ignorance and blind spots, is a gross understatement. In an effort to educate myself, I participated as a panelist in Sudbury's recent "Community Conversation on Race and Safety," a forum that truly impacted me as members of our own Sudbury community told their stories and shared their experiences. Since the forum, I have discussed what next steps we as a community should take with Town Manager Henry Hayes, and under his leadership I am



Brandale Randolph moderated Sudbury's Community Conversation on Race and Safety in June 2020.

confident we will continue to move forward. Personally, I wanted to further my discussion with Brandale Randolph, the gentleman who moderated our forum alongside L-SRHS alum Jada Edwards. I could spend this entire article talking about his extremely impressive background; instead I would encourage you to look up his work, starting perhaps with his 2014 TEDx Talk

(<https://www.youtube.com/watch?v=v6ZWKSbeD9w>).

Thanks for meeting with me today. I've got to tell you, I think you and (Community Conversation co-moderator) Jada knocked it out of the park. For me, it was very enlightening and very educational. And I really think that it's had that impact on a lot of people. Was that the first time you've done a forum like that? I've done them in the past - I've usually sat between communities that were in sort of a dispute with the city, so to speak. Take for example a community that is involved in too many shootings and gang violence but is a city that wants to do something. So imagine on one side you have a mayor, police chief, etc. On the other side, you've got people from the community talking and then there's me in the middle. My role is often to be quiet, let them speak, so you get to the honest dialogue. But that was the first time that I've done it without community feedback. Without actual people

from the community hearing it, having their questions addressed by these people that are sitting on stage.

You mean a non-live

environment? Yes, which was very interesting because I didn't get a chance to watch it while it happened and to see any feedback from the town or the people, how they responded to it. And I'm still curious about how they responded to some of the things said. But I'm also curious about how the town responds. I've had another sit-down meeting with (Police Chief) Scott Nix, who is awesome by the way, we're talking about how police can bridge this gap with their community. And I definitely think that he's on the right path with that. I definitely think that the forum works if everyone gets the chance to speak and be brutally honest about their feelings, emotions and experiences, but without their brutal honesty, there's no need to have it. And that's why I appreciate a lot of the participants. They were able to be brutally honest about it.

Was there anything about the

forum that surprised you? I need to give Henry and his team credit - I didn't know, particularly the police chief and the schools, how they would respond to the questions. But I also didn't know they would be so prepared to answer these questions. And I appreciate that

preparedness, giving them the questions in advance and allowing them to go back, like for instance, (Police Chief) Scott to say yes, this is how we screen for white supremacists or the school superintendents saying we have this data, this is how we interpret the data, and this is what we're going to do with it. I think that was really interesting and really awesome because I think that, if we were to do it again, having some of our officials prepared to answer some of the detailed questions does make the conversation more valuable. I think that was something that I'd never seen. But I also appreciate the that there were no questions where anyone from the town came back and said "I'm not going to answer that." I appreciate that they didn't shy away from any of those questions, and I really think that was great. I think that's one of the unique things about it, because you can get a situation where people from the town don't want to be held accountable for some of the bad things going on or they push you off and blame someone else. So they'll avoid the question or they'll shift blame. I thought that was really a great statement about Sudbury and I think that's one of the unique things you guys can hang your hats on and say you've elected really good people to do some really good work.

I think our conversation could have gone on for a couple of days but we only had a couple of hours. We talked a little bit about housing but not as much time as some of the other topics.

In terms of housing, what the idea has to be is how the new buildings and apartments and the expansions are marketed to people. When someone says 40B, people think increased traffic and other problems. It's not the same response you get when you say we're going to build a new housing community of freestanding, multi-million dollar houses in a gated community or we're going to build luxury condos. It's this perception that you're bringing in a bunch of poor people who drive cars back and forth. Developers have to be mindful of how they present to a town like Sudbury, because I see it in Framingham all the time. If they talk about building a monstrosity,

a three hundred unit complex, it may not go over if you call it affordable housing. It may not go over if you tag it with 40B. But if they say, well, we're going to have some units that are going to be affordable, it just seems to go over very well. But the idea that you're bringing in low income housing is still based on some old bias, rhetoric and stereotypes that come in and plague those things.

Based on what you heard, what could we do better? Really address the issues going on with the students from the METCO program, those unique needs and challenges. I hope that something resonated to a point where they are going to institute some changes in the structure of how it all works...I think that Sudbury's on a road to something great. And I think that if Sudbury figures out how to deal with the METCO program in particular, it could set

a model for everybody else, and I think that's where the focus should be. I think, as a town, Sudbury should focus on how do we incorporate METCO into our daily lives within our community as a way of showing it how it should be. I think that's something that you guys can do. I think it's something that's doable.

I very much appreciate your time and I wish you the best of luck with your business and all your future endeavors. I'm happy to call you friend now, and hopefully this isn't the last time we speak. Yes, right! Thank you.

The Community Conversation on Race and Safety aired on SudburyTV on Thursday, June 25. To learn more and watch the program, please visit <https://sudbury.ma.us/conversation>.

EASTERN EQUINE ENCEPHALITIS (EEE) IN 2020

By Jennifer Roberts, Member

While COVID-19 has dominated recent news as a significant public health threat, public health workers have also been carefully watching the signs for an outbreak of Eastern Equine Encephalitis (EEE), a dangerous mosquito-borne illness. EEE is a rare but serious infection without a broad-scale treatment or vaccine. It typically occurs in cycles with

two to three-year outbreaks occurring approximately every decade; 2019 was considered the start of a new cycle.

Although the virus is typically found in Southeastern MA, it was more widespread in 2019 when there were 12 cases of the virus resulting in 6 fatalities. Nationally, the CDC confirmed 38 cases and 15 fatalities, with

nearly a third of the cases occurring in Massachusetts. In Sudbury, a young child acquired the virus leading to an outpouring of support for her well-being and recovery. I (and I know many others) continue to hold the child and family in my thoughts and wish for continued progress.

It is yet to be known how extensive the EEE threat will be this year. The EEE virus has been confirmed in tested mosquito samples three times this year (twice in Franklin County and once in Plymouth County). To date there have been no cases found in animals or humans.

I had the opportunity to discuss EEE with Sudbury's Health Director, Bill Murphy, and Brian Farless of The East Middlesex Mosquito Control Project. Together they informed me about efforts of the state and Sudbury to help minimize an outbreak.

Actions by the State

After last years' experience, the state has increased the number of locations and frequency of testing to monitor EEE activity. It has been regularly providing information to public health officials to share with their local communities. In 2019, as EEE numbers increased throughout Massachusetts, the state conducted adulticide aerial spraying via airplanes, including in Sudbury. This type of aerial spraying has not been done in our region this summer to date.

Actions in Sudbury

In Sudbury, our Health Department, in partnership with the East Middlesex Mosquito Control Project, takes a science-based approach to

mosquito control, targeting them both in early and mid-life cycle. In May, the Control Project conducted its annual Spring larvicide spraying via helicopter. As is routine, they have also carried out truck-side adulticide spraying twice this summer in various neighborhoods throughout Sudbury. In addition to spraying, mosquitos are monitored via traps throughout town where

they are captured and tested for various diseases. The Health Department has been putting out regular updates on the spraying efforts as well as informational pieces for the public.

What Can You Do

Health Director Bill Murphy emphasizes that citizens should stay as informed as possible on developments concerning EEE.

MASSACHUSETTS DEPARTMENT OF PUBLIC HEALTH
EEE PREVENTION

Eastern equine encephalitis (EEE) is a rare but serious disease caused by a virus that is spread through the bite of an infected mosquito. Here's how to protect yourself and your family:

APPLY INSECT REPELLENT WHEN OUTDOORS
Use a repellent with an EPA-registered ingredient (DEET, permethrin, picaridin, oil of lemon eucalyptus) according to the instructions on the product label.

AVOID PEAK MOSQUITO HOURS
The hours from dusk to dawn are peak biting times for many mosquitoes. Consider rescheduling outdoor activities.

WEAR LONG-SLEEVES, LONG PANTS AND SOCKS WHEN OUTDOORS

MOSQUITO-PROOF YOUR HOME
Drain standing water and install or repair screens on windows.

Department of Public Health
600 Washington Street, Boston, MA 02111
www.mass.gov/dph

The Health Department regularly makes posts to its webpage with helpful data and up-to-date resources. He describes key precautionary measures as The Big Three: Applying insect repellent with DEET, wearing clothing that maximizes coverage, and spending minimal time outside before dawn and after dusk. Additionally, it is considered beneficial to avoid standing water on your property where possible.

COVID-19 and EEE

Health Director Bill Murphy recognizes that spending more time outside due to COVID-19

(both for recreation and safer socializing) can seem in contradiction with protecting against EEE. However, he says, "I want people to go outside and enjoy themselves, but be smart. It is important for public health and well-being." He added that he also supports Sudbury schools seeking to maximize outdoor learning but that insect repellent would need to be included in classroom safety protocols. Like health officials throughout Massachusetts, Murphy will follow EEE developments closely to understand if additional safety measures need to be

taken as the summer and fall progress.

The Board of Selectmen thank the Sudbury Health Department, Sudbury Board of Health, and East Middlesex Mosquito Control Project for their ongoing efforts to protect Sudbury citizens against EEE. For further questions on EEE in our community, you can reach out to the Sudbury Health Department at health@sudbury.ma.us or check out their webpage at: <https://sudbury.ma.us/health/>.

SUDBURY PARK AND RECREATION

Stewarding the place where Sudbury comes together to work, play and learn

By Janie Dretler, Member

Mission: The Park and Recreation Department provides affordable recreation programs and facilities for all Sudbury residents. The Department offers aquatics, toddler programs, summer camps, after school programs, teen center, fitness and general programming for all ages.

 Sudbury Summer Camp	 Adult Fitness	 Teen Center
 Preschool Pals	 Wild Wednesdays	 Athletic Programs
 Terrific Twos	 School vacation programs	 Arts, Music and Drama

A sampling of the programs offered by Sudbury Park & Recreation.

The Fairbank Community Center has been a valuable community resource since opening its doors in 1983. The Center is the home to Park and Recreation, Atkinson Pool, the

Senior Center, and the Sudbury Public Schools Administrative Offices. It is also the site for the Town's emergency shelter, an election voting location, and

home to many of the Town's summer camps. The Park and Recreation (P&R) space is located in the former 1950s Fairbank Elementary

School building, which includes the pool (built in 1987), pool lobby, two non-adjacent program rooms, toddler room and toddler gym, and the small (former elementary sized school) gym.

The P&R Department through its various programs serves as the hub of activity for youth, families, senior citizens, civic organizations, and more. P&R helps to develop a culture of physical wellbeing, mental health, and education.

Meet the Park & Recreation Staff

In December, Dennis Mannone Jr. joined the Town of Sudbury as Director of Park, Recreation and Aquatics. Dennis also **served** as Sudbury's Recreation Director from 2002-2008. His prior experience and expertise have helped the Park and Recreation Department (P&R) through uniquely challenging times these past few months due to COVID-19. Despite the cancellation of our

wonderful camp programs **this summer**, Dennis and his staff rallied to create a multi-week mini-camp experience for the Sudbury's children (ages 7-11). The P&R also created a swim lesson program so that children could continue to learn to swim – a critical life skill.

Working alongside Dennis, are:

- Pat Haberstroh, *Office Coordinator*
- Lynne Ziffer, *Aquatic Coordinator*
- Kaitlin Gevry, *Aquatic Program Coordinator*
- Crispin Gilbert, *Head Lifeguard*
- Christine Sturniola, *Rec. Program Coordinator*
- Tricia Sardagnola, *Youth/Teen Coordinator*
- Heather Radenberg, *Preschool Coordinator*

Programming

The Park and Recreation Department is **currently offering Pop Up programs for 7-9 year olds into early September and is excited** to offer many fall programs from fitness, archery, toddler program, swim lessons and much more. The information will be coming out

can be found at <https://sudburyrec.com/info/default.aspx>. Once you create your Park and Recreation account, an email will be sent to you with program information and updates.

Like or follow **Sudbury Park and Recreation** on Facebook - @SudburyParkRec. **at**

https://business.facebook.com/SudburyParkRec/?business_id=340292229434129 **Delete this link.**

We hope you take advantage of the wonderful programs offered by Sudbury's Park and Recreation Department!

links **Rebuilding the Fairbank Community Center** **Delete the sentence about going to slide 1 not needed**

- **Go to slide 12 in the presentation for existing conditions.**
- [Park and Recreation Usage Information](#)
- [Facilities Issues with existing Fairbank Community Center Building](#)
- [Fairbank Community Center – Existing Conditions](#)

Town of Sudbury ANNUAL TOWN MEETING

SAT, SEPT 12, 2020 | 9AM | LSRHS

2020 Annual Town Meeting has been rescheduled to Saturday, September 21, 2020. The Meeting will be held **outdoors** at Lincoln-Sudbury Reg. High School athletic fields as a COVID-19 precautionary measure.

Learn more at:
sudbury.ma.us/townmeeting

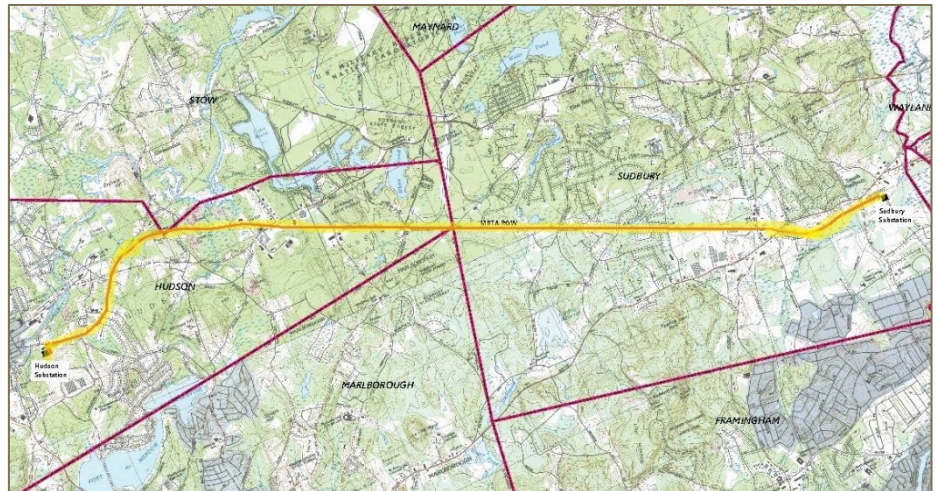
EVERSOURCE TRANSMISSION LINE PROJECT UPDATE

By Bill Schineller, Member

Eversource continues to advance plans to construct a new 9-mile high voltage transmission line from their Sudbury substation (behind Buddy Dog) to Hudson. Its path is primarily along the inactive railroad right-of-way owned by the MBTA which bisects or abuts historic districts, businesses, neighborhoods, water resources, and conservation areas including the Town's Hop Brook Marsh. Shade trees currently along the path would be removed and kept permanently clear to facilitate the construction, operation, and maintenance of the transmission line. The 115kV transmission line would be co-located in the same corridor on which the Department of Conservation and Recreation (DCR) already has a lease with the MBTA to otherwise develop the Massachusetts Central Rail Trail with a tree canopy.

The Town continues litigation in opposition of the project on multiple fronts, including two appeals before the Massachusetts Supreme Judicial Court:

TOWN OF SUDBURY vs. MBTA & EVERSOURCE (SJC-12738) is appealing a Land Court judgment and alleges that the



Highlighted in yellow is the Eversource Sudbury to Hudson Transmission Line Project path, as proposed by Eversource.

MBTA violated Massachusetts prior public use doctrine, which precludes land taken for a particular public use to be diverted to an inconsistent public use without plain and explicit authorizing legislation. Oral arguments before the SJC were held on October 1, 2019. On April 29, 2020 the SJC waived its 130 day rule, giving itself more time to issue a decision.

TOWN OF SUDBURY v. ENERGY FACILITIES SITING BOARD is appealing the December 18, 2019 decision by the EFSB to approve the Eversource project. In July, 2020 a joint motion was entered to consolidate the Town of Sudbury's appeal (SJ-2020-0026) with Protect Sudbury's appeal (SJ-2020-0029). The Town's

appeal alleges the EFSB committed errors of law, that the EFSB's decision to approve the project is unwarranted by facts on the record, and that the Siting Board "erroneously determined that subject to its required conditions, the Project is necessary for the purpose alleged, and will serve the public convenience, and is consistent with the public interest." Oral arguments have not yet been scheduled.

The project arose from a 2008 Greater Boston Reliability Study, at a time when peak summer demand was increasing. Since that time, conditions have changed and solar and efficiency measures have caused peak demand to decrease in the region.

FAIRBANK COMMUNITY CENTER VIRTUAL TOWN FORUM

PUBLIC SCHOOLS
EMERGENCY
SHELTER
SENIOR CENTER
VOTING LOCATION



ATKINSON POOL
PRESCHOOL
PROGRAM
PARK & RECREATION
SUMMER CAMPS

FUTURE OF FAIRBANK TOWN FORUM Wednesday, August 26, 2020 7 PM

Broadcast LIVE on SudburyTV

A new proposal for the Fairbank Community Center will be presented at Town Meeting. This forum is an opportunity to learn more about the issues facing the building as well as the proposed plan for its future.

ZOOM MEETING

Join On-line

<https://us02web.zoom.us/j/82560021627>

Join by Phone

978-639-3366 or 470-250-9358

MeetingID

825 6002 1627

PANELISTS

Henry L. Hayes, Jr., Town Manager

Jennifer Roberts, Board of Selectmen

William Barletta, Facilities Director

ICON Architecture

Ned Collier AIA, LEED AP, Principal,

Mark McKeivitz, LEED AP, Designer

Finance Dept., Fire Dept., Senior Center, Park & Rec, School Dept. representatives



ASK A QUESTION

Presentation will be followed by Q&A

To submit questions in advance, please visit

sudbury.ma.us/townforum/questions

or email townforum@sudbury.ma.us

by Mon., Aug 24 @ 5PM.

BROADCAST

Watch LIVE or ON-DEMAND

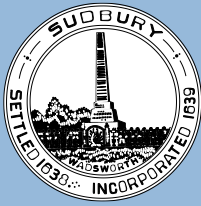
Comcast: Channel 8

Verizon: Channel 31

Web: <https://www.sudburytv.org/>

Learn more at

[HTTPS://SUDBURY.MA.US/TOWNFORUM](https://sudbury.ma.us/townforum)



MISCELLANEOUS (UNTIMED)

14: Citizen's Comments

REQUESTOR SECTION

Date of request:

Requested by: Patty Golden

Formal Title: Citizen's Comments

Recommendations/Suggested Motion/Vote:

Background Information:

Financial impact expected:

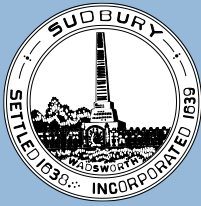
Approximate agenda time requested:

Representative(s) expected to attend meeting:

Review:

Patty Golden	Pending
Henry L Hayes	Pending
Jonathan Silverstein	Pending
Daniel E Carty	Pending
Board of Selectmen	Pending

08/18/2020 6:00 PM



SUDBURY BOARD OF SELECTMEN

Tuesday, August 18, 2020

MISCELLANEOUS (UNTIMED)**15: Minutes review/approval****REQUESTOR SECTION**

Date of request:

Requested by: Patty Golden

Formal Title: Review regular session minutes of 7/14/20 and 7/21/20, and possibly vote to approve minutes.

Recommendations/Suggested Motion/Vote: Review regular session minutes of 7/14/20 and 7/21/20, and possibly vote to approve minutes.

Background Information:
attached drafts July 14, 2020 and July 21, 2020

Financial impact expected:

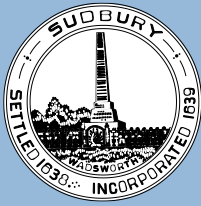
Approximate agenda time requested: 30 minutes

Representative(s) expected to attend meeting:

Review:

Patty Golden	Pending
Henry L Hayes	Pending
Jonathan Silverstein	Pending
Daniel E Carty	Pending
Board of Selectmen	Pending

08/18/2020 6:00 PM



SUDBURY BOARD OF SELECTMEN

Tuesday, August 18, 2020

MISCELLANEOUS (UNTIMED)**16: Upcoming Agenda Items**REQUESTOR SECTION

Date of request:

Requested by: Patty Golden

Formal Title: Upcoming Agenda Items

Recommendations/Suggested Motion/Vote:

Background Information:

Financial impact expected:

Approximate agenda time requested:

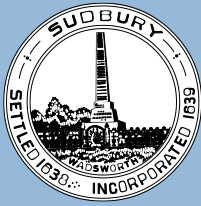
Representative(s) expected to attend meeting:

Review:

Patty Golden	Pending
Henry L Hayes	Pending
Jonathan Silverstein	Pending
Daniel E Carty	Pending
Board of Selectmen	Pending

08/18/2020 6:00 PM

POTENTIAL UPCOMING AGENDA ITEMS/MEETINGS	
MEETING	DESCRIPTION
August 25	SPS Superintendent Brad Crozier to present Town Meeting articles
	Eversource discussion re: double poles
	KPI discussion – Bill Schineller
	Social Media policy – Janie Dretler
	Discussion on Broadacres
	Discussion on Cold Brook Crossing (Quarry North)
Sept 8	Approve BOS submission to 2019 Annual Town Report
Saturday, Sept 12, 9:00 AM	Annual Town Meeting at LSRHS Field (backup/rain dates Sept 13, Sept 20)
Date to be determined	Vote to elect chairman and vice-chairman of the Board of Selectmen (or SelectBoard) after Annual Town Meeting in Sept.
	Selectmen's Social Media Policy
	Work Session: Select Board/Town Manager Code of Conduct and other procedural training
	Invite Commission on Disability Chair to discuss Minuteman High School
	Eversource Public Hearing re: Grant of Location (<i>date TBD</i>)
	Approve BOS submission to 2019 Annual Town Report
	Annual meeting with state legislators (2020)
	Discussion on liaison assignments and Board membership on town committees (for 2020-2021)
	Update from BOS Policy Subcommittee
	Town meeting recap – year in review
	Transportation Committee extension
	Route 20 empty corner lot – former gas station
	Update on traffic policy (Chief Nix)
	Update on crosswalks (Chief Nix/Dan Nason)
	Citizen Leadership Forum
	Town-wide traffic assessment and improve traffic flow
	Temporary Trailer permit - 150 Boston Post Road
	Wayside Inn Road Bridge
	Eversource double pole discussion
	Future planning of Sewataro
	Goal setting meeting in October 2020
	Meeting with Sudbury Access Corp/Jeff Winston (late Sept/early Oct)
	By-law items to examine - Special Events & Demonstration Permits; Common Victualler License Holders (Related to Farm Act exemptions, citizen request); Nuisance / Blight Bylaw; Removal Authority of members from appointments
STANDING ITEMS FOR ALL MEETINGS	BOS requests for future agenda items at end of meeting
	Citizens Comments, continued (if necessary)
	Fairbank Community Center update (ongoing)
	Bruce Freeman Rail Trail (BFRT) update (quarterly)
	COVID-19 update (as of 3/18/20)



SUDBURY BOARD OF SELECTMEN
Tuesday, August 18, 2020

17

MISCELLANEOUS (UNTIMED)

17: Vote to adjourn meeting

REQUESTOR SECTION

Date of request:

Requestor: Dan Carty

Formal Title: Vote to adjourn meeting

Recommendations/Suggested Motion/Vote:

Background Information:

Financial impact expected:

Approximate agenda time requested:

Representative(s) expected to attend meeting:

Review:

Patty Golden	Pending
Henry L Hayes	Pending
Jonathan Silverstein	Pending
Daniel E Carty	Pending
Board of Selectmen	Pending

08/18/2020 6:00 PM